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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

A RAPID rise in the labour force was one of the dominant features of 1957. Although the rate of growth showed signs of moderating in July, the increase over the year was still substantial. In the first seven months of the year, the labour force was 3.4 per cent higher, on the average, than in the same period last year. This increase represents 193,000 workers, close to 50,000 more than the 1955-1956 rate of growth would have produced.

Changes in the labour force are the result of natural increase, immigration, emigration, and the proportion of the adult population participating in the labour force. These factors have produced an average annual increase of 1.7 per cent in the past six years. The additional increase this year is attributable almost entirely to the greater flow of immigrants. It has been estimated that about 130,000 immigrant workers came into the country in the 12 months before June, almost double the number entering in the preceding 12 months. Changes in the other growth factors have been negligible by comparison.

The increase in immigration has also been largely responsible for a rise in the labour force participation rate, because the proportion of workers among immigrants is larger than in the native population. In July, 55.3 per cent of the non-institutional population of working age was in the labour force, the highest proportion in more than six years.

Employment has also increased at a high rate in 1957, though not as rapidly as the labour force or as rapidly as the record employment growth of last year. The seven-month average shows a rise of 2.9 per cent over the year, against a long-run average of 1.7 per cent.

This substantial growth conceals significant changes in the two main employment divisions—agriculture and non-agriculture. In past years, periods of high economic activity have resulted in a marked shift of workers from agriculture to non-agricultural industries. This year both the increase in non-agricultural industries and the decrease in agriculture have been considerably smaller than in either 1956 or 1955 (see accompanying table). The smaller movement from the farms probably reflects the slackness that has developed in a number of non-farm industries.

A Monthly Labour Gazette Feature

LABOUR FORCE AND PERSONS WITH JOBS PERCENTAGE CHANGES IN ANNUAL AVERAGES

Change from	Y 1	Persons with jobs			
	Labour Force	Total	Non- Agriculture	Agriculture	
	%	%	%	%	
1949 to 1950. 1950 to 1951. 1951 to 1952. 1952 to 1953. 1953 to 1954. 1954 to 1955. 1955 to 1956. 1956 to 1957 (1).	+2.1 +1.0 +1.9 +1.3 +0.8 +2.4 +2.7 +3.4	+1.5 $+2.3$ $+1.5$ $+1.2$ -1.0 $+2.6$ $+3.7$ $+2.9$	+2.8 +4.8 +3.4 +1.7 -1.6 +4.4 +5.4 +3.9	$ \begin{array}{r} -5.7 \\ -7.7 \\ -7.4 \\ -1.4 \\ +1.7 \\ -6.3 \\ -5.5 \\ -3.7 \end{array} $	

⁽¹⁾ First seven months.

The record growth in the labour force and the more moderate rise in employment have caused unemployment to fall more slowly than usual through the spring and early summer. So far this year, the number of persons without jobs and seeking work has averaged 4.4 per cent of the labour force, compared with 4.1 per cent for the same period in the years 1953-1956.

A measure of the local distribution of the increase in unemployment has been obtained by comparing the number of workers registered at National Employment Service offices this year with registrations in earlier years.* The results of this investigation, summarized in the accompanying table, show that at the end of July, registrations were below the 1951-1956 average in only six of the 109 local areas surveyed. Registrations were above the long-term average in more than three-quarters of the areas.

LOCAL AREAS IN WHICH THE NUMBER OF REGISTRATIONS FOR EMPLOYMENT AT NES OFFICES WAS:

(end of month)	Much Below Average	Below Average	Average	Above Average	Much Above Average
1957 January February March April May June July		5 5 5 14 7 4 6	37 33 33 38 40 30 19	43 49 46 39 32 34 38	24 22 25 16 27 38 46

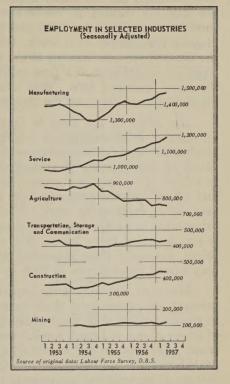
The fact that unemployment in 1957 has not fallen as rapidly as usual is also reflected in the above table. At the beginning of the year there were only 24 areas in which registrations were much above the average. By July, this figure had risen to 46. The change was apparent in all regions but was most marked in Ontario. In this region, the areas in the above-average categories increased from 18 to 31 over the seven-month period. The main contributing factors were declines in the construction, lumber and lumber products, automobile and heavy equipment industries.

^{*}In each area, NES registrations for employment for each month of the years 1951-1956 were adjusted for seasonal changes and divided by the number of wage earners in the area. The resulting proportions were ranked and divided into five intervals, which were identified as: much above average, above average, average, below average, and much below average. Proportions for the current year were then calculated and classified according to this system.

Industrial Distribution

In contrast to the experience of the past two years, the goods-producing industries have contributed little to the total growth in employment. Most of the gain in the first half of 1957 stemmed from the continued expansion of the service industries. The year-to-year increase in services during the period was twice as great as in all industry.

Apart from seasonal changes, employment in mining was maintained at a high level through the first half of 1957. However, the aggregate conceals lower output and employment in many of the component groups. Minerals produced in lower quantities in the first quarter of this year compared with last include cement, coal, copper, gold, gypsum, lead, silver and zinc. Mining output is higher in total because of a much greater production of petroleum, natural gas and uranium. During July, further layoffs occurred in Nova Scotia coal mines and in metal mining in



British Columbia. On the other hand, there were reports of increased hiring in new uranium and base metal mining developments in the northern areas of Ontario, the Prairie Provinces and the North West Territories.

Employment in forestry has shown surprising strength in view of the generally weak markets for almost all forest products. With allowance for seasonal change, employment in the second quarter of the year was considerably higher than in the first. This may be partly because pulpwood workers have been more readily available this year than last, and partly because of the flurry of activity in British Columbia before the labour dispute in the lumber industry was settled. After the settlement more than 1,000 loggers were laid off.

Any further upswing in forestry will depend on the recovery of European demand for lumber and an upturn in housing construction in the United States and Canada. There is as yet, little evidence of any substantial improvement in either of these markets. Reports of cut-backs in pulpwood production this fall have also been made by a number of large companies operating in Eastern Canada.

The high level of construction activity was maintained through the first half of 1957, although a shift in emphasis from residential to institutional building and large engineering projects caused the distribution of labour demand and supply to be more unbalanced than usual. Total construction employment, seasonally adjusted, changed little in the first half of 1957 from the record level of last fall. At the same time, unemployment among construction workers increased more than in other trades, particularly in the more densely populated areas.

There has been some rise in residential building in the last month or two, although the seasonally-adjusted annual rate of new housing starts in the first six months of the year was still about 15 per cent below the corresponding figure for 1956 and total units under construction at the end of June were 16 per cent fewer. One important factor tending to strengthen the demand for new housing is the sharp rise in the number of new families. Family formation in the first quarter of 1957 was 11,700 against 5,600 in the same period of 1956. This increase was caused by a sharp rise in the number of marriages, and the high level of immigration.

The effect of the drop in house-building this year has been offset by an increase in other types of construction. During 1957, investment in non-residential construction is expected to be 17 per cent higher than in 1956. Much of this increase is accounted for by substantially higher investment in schools, hospitals and commercial buildings. The Trans-Canada Pipeline and the St. Lawrence Seaway have been largely responsible for an important increase in engineering work. New construction in the forest industries is expected to be 14 per cent lower than in 1956 and other industrial construction is also expected to be lower. But outlays for construction by mining enterprises, especially those connected with uranium, petroleum and natural gas, may exceed expenditures in 1956 by more than 10 per cent.

Many of the difficulties experienced in the marketing of products in primary industries have their counterparts in manufacturing. Employment in the manufacture of wood products has declined slowly since the beginning of the year and at June 1 was 3.5 per cent lower than a year earlier. A similar trend is evident in the manufacture of non-ferrous metal products, accentuated recently by a strike in the Quebec aluminum industry. In the manufacture of agricultural implements the employment index in June had fallen to a new low of 57.3 (1949=100).

The motor vehicle industry had nearly completed the output of 1957 cars in July and production of 1958 models is scheduled to begin in late August or in September. So far, sales have not been up to the optimistic expectations expressed by the industry at the beginning of the year. Sales in the first three months were 18 per cent above the corresponding period last year but began to lag in the second quarter, with a corresponding drop in production. During June production of cars and trucks was down 23 and 34 per cent respectively from the same month last year. At the end of July the cumulative production total was down 8 per cent from the corresponding seven months of 1956.

Production and employment losses in the foregoing manufacturing industries during the first half of 1957 have been offset by expanded production of such products as food and beverages, chemicals, and petroleum, for which long-term demand has risen steadily. In addition, a high rate of expansion has continued in some of the less stable sectors of the manufacturing industry. Aircraft production has increased steadily since last summer and employment in the second quarter reached its highest level since 1953. Shipbuilding and railway rolling stock have also recovered in the past year, though not as sharply as the aircraft industry. The high level of engineering and other non-residential construction has been reflected in the fabricated and structural steel industry, in which employment in the first half of 1957 was on the average 19 per cent higher than in the same period last year.

Current Labour Statistics

(Latest available statistics as of August 10, 1957)

to the most mentioned we need to be to the total	1 20 (2 m m)		in the second	Percentage Change From	
Principal Items	Da	te	Amount		1 1 1
to mentioned religion ones , evolvey	MARINE THE		. 1 3011 -	Previous Month	Previous Year
	- 10-		- Din	11 1/20	· I line I'm
			17.		
Manpower			3-20-1111		
Total civilian labour force (a)	July	20	6,112,000	+ 1.9	+ 3.8
Total persons with jobs	July	20	5,949,000	+ 2.0	+ 2.8
At work 35 hours or more	July	20	5,085,000	- 3.0	+ 1.2
At work less than 35 hours	July	20	366,000	-11.4	+20.8
With jobs but not at work		20	498,000	+181.4	+ 8.0
1722 3000 040 100 100 1101 11111111111111111	July	20	100,000	1 101.1	1 0.0
With jobs but on short time	July	20	42,000	+13.5	+110.0
With jobs but laid off full week		20	14,000	+27.3	1110.0
With Jobs but laid on ldn week	July	20	14,000	T41.0	
Persons without jobs and seeking work	July	20	163,000	1.00	+59.8
reisons without jobs and seeking work	July	20	100,000	+ 0.6	708.0
Persons with jobs in agriculture	July	20	880,000	1.19 7	- 1.9
Persons with jobs in non-agriculture				+13.7	
rersons with jobs in non-agriculture	July	20	5,069,000	+ 0.2	+ 3.6
Total paid workers	40	00	1 000 000	1 0 7	101
Total paid workers	July	20	4,630,000	+ 0.7	+ 3.1
70 1 10 1 37770 (1)	31		1131-27-5	1 331	
Registered for work, NES (b)					
Atlantic.		18	28,900	-13.5	+35.0
Quebec		18	77,900	- 6.9	+37.1
Ontario	July	18	90,300	- 2.9	+56.2
Prairie	July	18	28,700	- 4.0	+20.6
Pacific	July	18	31,400	+ 1.9	+61.0
Total, all regions	July	18	257, 200	- 5.0	+43.4
Claimants for Unemployment Insurance	CTELL		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
benefit	July	1	204,516	-18.3	+50.3
Amount of benefit payments	June		\$14,356,036	-45.4	+44.6
			1111/2 15/11		- William
Industrial employment (1949 = 100)	June	1	123.4	+ 3.4	+ 3.4
Manufacturing employment (1949 = 100)		1	116.6	+ 0.7	+ 1.0
			Harris and The Control of the Contro		
Immigration	1st 3	mos.	62,460	-	+229,4(c)
A Total Co.			1 1 1 1 1	land of	
Strikes and Lockouts			1 /11		
No. of days lost	July		237,740	_	- 5.1(c)
No. of workers involved	July		16,298	_	-18.0(c)
No. of strikes			34		+ 9.8(c)
			0-11 NO-1		1
Earnings and Income			100 000 1000		1 1 1 1 1 1 1 1 1 1
Average weekly wages and salaries	June	1	\$67.77	+ 0.6	+ 6.0
Average hourly earnings (mfg.)	June	1	\$ 1.61	+ 0.4	+ 5.7
Average hours worked per week (mfg.)	June	1	40.5	- 0.3	- 1.0
Average weekly earnings (mfg.)		1	\$65.04	+ 0.1	+ 4.7
Consumer price index (av. 1949 = 100)	July	1	121.9	+ 0.2	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100)	June		128.2	- 0.3	+ 0.7
Total labour income		1	1,263	+ 3.8	+ 8.0
Total labout income	May		1,200	7 0.0	0.0
Industrial Production			1 13 11	100	
Total (average 1935–39 = 100)	May		288.7	+ 0.8	+ 1.9
Manufacturing			287.0	0.0	+ 1.9 - 0.4
	May		343.0	- 0.9	-0.4 -3.7
Durables	May		1		
Non-Durables	May		251.2	+ 0.9	+ 2.8
	1			1	

⁽a) Distribution of these figures between male and female workers can be obtained from Labour Force, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February Labour Gazette.

(b) See inside back cover, February Labour Gazette.

⁽c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

Since May 15 the number of major contracts subject to negotiation has declined steadily each month. At the May 15, peak negotiations were underway for 59 large agreements covering nearly 190,000 workers; by mid-August only 38 contracts, affecting some 90,000 workers, were under negotiation or scheduled to terminate within six weeks. Of these, more than half had been open for two or more months.

The accompanying chart shows the bargaining status of the 38 collective agreements, covering bargaining units of 1,000 or more employees, currently subject to negotiation. Five contract settlements were effected between July 15 and August 15. The wage settlements varied widely, but as in other agreements signed in past months, increases in rates were spread over the life of the agreement, which in all five cases exceeded 18 months. The largest settlement, involving 4,000 steelworkers at Dominion Iron and Steel Co. Ltd., in Sydney, N.S., featured the introduction of a Supplemental Unemployment Benefit plan, the first such plan to be adopted in the basic steel industry in Canada. A new contract signed between Hudson Bay Mining and Smelting Co. and eight AFL-CIO/CLC unions, at Flin Flon, Man., introduced a 40-hour week, without loss in take-home pay.

At August 15, 31 agreements were still under negotiation. At the bargaining stage were contracts covering workers in aircraft manufacturing plants in the Toronto district, broadcasting and television personnel employed by the Canadian Broadcasting Corporation, and employees of the Ontario Hydro-Electric Power Commission.

More than half the contracts currently open were in conciliation or post-conciliation stages of negotiation. The 11 agreements in conciliation include the West Coast pulp and paper mills' contracts with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Papermakers. United Steelworkers of America, representing employees of the Aluminum Co. of Canada plant at Kitimat, B.C., have requested the appointment of a conciliation board.

The strike by almost 7,000 aluminum workers at Arvida entered its fourth month at mid-August. The CCCL syndicate's demands for a master contract covering all four Alcan-owned plants in Quebec and for wage increases have been refused by the company.

Recent Strikes

In recent months several other important strikes have occurred among bargaining units not included in the above survey. Several of these strikes have been lengthy, lasting more than 50 working days. In Murdochville, Que., the five-month-old strike by the United Steelworkers of America for recognition as bargaining agent for employees of Gaspé Copper Mines continued; the smelter is reported to have begun production for the first time since early March. A company writ, preventing decision on the union's certification, is at present before the Quebec courts.

Production was also reported resumed at the Lever Brothers Ltd. plant in Toronto, where more than 500 members of the International Chemical Workers of America, Local 32, had been on strike since May 13.

THE BARGAINING SCENE AUGUST 15, 1957

Bargaining Units of 1,000 or More Employees,

July 1 to September 30, 1957

In Negotiations and Terminating in Period:

38 agreements, 90,100 workers

Bargaining carried over from June: Terminating in period July 1—Sept. 30:

23 agreements, 59,400 workers 15 agreements, 30,700 workers

Settlements Achieved, July 15-Aug. 15:

5 agreements, 9,800 workers

31 agreements, 77,200 workers

3,100 workers

2 agreements,

Major Terms of Settlements (preliminary information)

*Wages and Duration-

5 agreements, covering 9,800 workers, are for periods ranging from 18 months to 2 years, with wage increases spread over the term of the agreement.

3 agreements, covering 4,300 workers, provide wage increases ranging from 5 to 15 cents an hour.

2 agreements, covering 5,500 workers, provide wage increases ranging from 15 to 35 cents an hour.

*Hours of Work-

Reduced from 42 to 40 a week under 1 agreement covering 2,200 workers.

*Vacations-

1,000 workers under 1 agreement to receive third week after 15 years' service.

*Statutory Holidays-

2,600 workers under 2 agreements to receive 1 additional day.

*Welfare Benefits-

1 agreement, covering 4,000 workers, improves pension benefits.

*Supplemental Unemployment Benefits-

1 agreement, covering 4,000 workers, introduces a SUB plan.

No strike action was involved in any of the settlements.

Negotiations Continuing, at August 15:

Bargaining in progress:

Conciliation in progress:

Post-conciliation:

Arbitration in progress:

Bargaining in progress:

11 agreements, 20,000 workers

7,400 workers

7,400 workers

3 agreements, 9,500 workers

Work stoppages:

1, involving 6,800 workers

Other Agreements Terminating in Period:

Expiring in September: 2 agreements, 3,100 workers

Two important strikes in the construction industry occurred during the first two weeks of August but were settled by the middle of the month. In Saint John, N.B., 975 carpenters, members of the United Brotherhood of Carpenters and Joiners of America, settled their dispute with the Saint John Builders' Exchange after four days on strike. Members of the same union at Kitimat, B.C., resumed work after more than a week on strike against the Saguenay-Kitimat Co. Both unions signed two-year contracts, with wage increases of more than 15 cents an hour spread over the length of the contract.

Construction Agreements

Bargaining for 1957 agreements in the construction industry was largely concluded by mid-August. Still to sign were some important groups of workers, including ironworkers and operating engineers on the West Coast and painters and plumbers in the Toronto area; most contracts, however, had been completed. Many construction trades signed two-year agreements in 1956; as a result less than half the total number of construction contracts across the country opened this year.

Settlements ranged as high as 40 cents an hour but the most common increase was from 15 to 20 cents, usually spread over two years. The Brother-hood of Carpenters and Joiners carried on bargaining in most parts of the country and was involved in nearly half the strikes that occurred in construction during the bargaining period. Some of the interesting results of the bargaining by this union were the establishment of the country's highest carpenters' rate of \$2.54 an hour in Kitimat, B.C., and the setting of a separate wage scale for the highly skilled millwrights in the Ontario region.

Individual Negotiations

A number of significant settlements resulting from recent negotiations, not included in the above survey, are summarized below.

Employees of Consolidated Denison Mines Ltd., located near Elliot Lake, Ont., will receive an average wage increase exceeding 50 cents an hour over a 14-month period under the terms of a contract negotiated on their behalf by the International Union of Mine, Mill and Smelter Workers. The new agreement also provides for the reduction of weekly hours to 40 from the present 48, six paid holidays, and a comprehensive health and welfare plan.

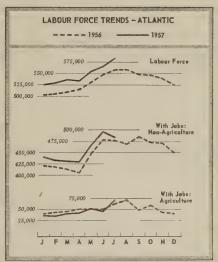
New contracts covering hotel employees in Regina and Montreal were signed recently. A wage increase of 12.2 per cent over a period of two years was accepted by employees of the CPR Hotel Saskatchewan, represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers. A three-year contract gives approximately 1,000 employees of the Sheraton-Mount Royal and the Laurentian hotels, members of the Hotel, Restaurant and Club Employees Union, a wage increase amounting to 12½ cents an hour spread over the duration of the contract.

Information has been received, too late to be included in our survey figures, of an agreement signed by four CLC unions representing 1,000 workers employed by Canadian Vickers Ltd. in Montreal. The unions are the International Brotherhood of Boilermakers, the International Brotherhood of Plumbers and Pipefitters, the International Association of Machinists, and the International Sheet Metal Workers' Association. The contract is effective for one year, and provides for an hourly wage increase of 6 cents, a reduction in the work week from 45 to $42\frac{1}{2}$ hours, and improved vacation and seniority clauses.

Manpower Situation in Local Areas

ATLANTIC

THE general level of economic activity changed very little in the Atlantic region during July. Farm employment showed the usual seasonal increase in response to demand for harvest help but the gain was largely offset by layoffs in some non-farm industries. Fairly large-scale layoffs occurred in construction at Gagetown, N.B., as a result of a carpenters strike which interrupted work being done by other building tradesmen. Employment in coal mining also fell as the MacBean Mine at Stellarton, N.S., closed for a month in addition to the annual two-week vacation period. A cut-back of CNR orders, the traditional summer market for coal, was reported to have brought about the mine closure: about 500 workers were affected.



601 ETPENS

The lumber and pulpwood industries continued operating at much lower levels than last year, and there was little evidence of increasing demands for these products. Manufacturing, trade, and services recorded employment gains during the month but they were not sufficiently large to offset layoffs in other sectors of the economy. Total non-agricultural employment was estimated at 483,000 at July 20; this was 14,000 below the figure for a month earlier but 4,000 above that for the comparable date in 1956, the smallest year-to-year increase recorded since the beginning of the year.

Only three of the 21 areas in the region were reclassified during the month, two from the moderate surplus to the balanced category and one from balance to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 8 (2); in balance, 13 (19).

Local Area Developments

St. John's (metropolitan). Remained in Group 2. The employment situation showed only slight improvement during July. Construction employment picked up as a result of increased work on the Trans-Canada Highway but the industry as a whole continued to be much more sluggish than last year; defence construction recorded a particularly sharp decline. The fishing industry had a generally poor year with below-average catches of cod and lobster. The Bonavista Cold Storage Company at Grand Bank closed operations during the month because of reduced catches of fresh fish; about 130 workers were released.

Corner Brook (major industrial). Reclassified from Group 2 to Group 3. Residential construction showed little or no improvement during the month but activity in road building and airfield construction rose considerably. Pulp cutting employment declined seasonally but remained higher than a year earlier.

CLASSIFICATION OF LABOUR MARKET AREAS - AUGUST 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Quebec-Lévis St. John's Vancouver-New Westminster	Calgary Edmonton Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)		Brantford Cornwall Farnham-Granby Joliette Lac St. Jean Moncton NEW GLASGOW Oshawa Peterborough Rouyn-Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	CORNER BROOK Fort William- Port Arthur Guelph Halifax Kingston Kitchener London Niagara Peninsula Sarnia Sudbury Sydney Timmins- Kirkland Lake	
MAJOR AGRICULTURAL AREAS labour force 25,000-75,000; 40 per cent or more in agriculture)		CHATHAM Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst CENTRAL VANCOUVER ISLAND Campbellton Gaspé Montmagny Newcastle Rimouski STE. AGATHE-ST. JEROME St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Goderich GRAND FALLS Kamloops Kentville Lachute-Ste. Thérèse Lindsay Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie PRINCE GEORGE Prince Rupert QUEBEC NORTH SHORE. Sault Ste. Marie Simcoe St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside Trail-Nelson Truro Valleyfield Walkerton Woodstock-Ingersoll Woodstock-Ingersoll Woodstock-Ingersoll	→SWIFT CURRENT → WEYBURN

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

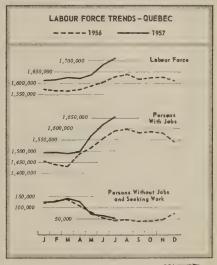
922

New Glasgow (major industrial). Reclassified from Group 3 to Group 2. The temporary shutdown of the Acadia Coal Company's MacBean Mine was responsible for a rise in unemployment during the month. High production costs and the cancellation of orders by the Canadian National Railways were the reported reasons for the mine closure. The mine was scheduled to be opened by mid-August but there was little evidence that conditions would warrant a return to continuous full production. Manufacturing employment held up well but there were indications that sizeable staff reductions would take place at Eastern Car Company at the end of August, when an order for gondola cars would be completed.

Moncton (major industrial). Remained in Group 2. Unemployment was higher than usual in this area owing to the reduced volume of construction this year and a general slackness in forestry. Some increase occurred in construction activity during the month, however, as two large contracts were awarded for work on the Trans-Canada Highway.

QUEBEC

CHANGES in the employment situation in the Quebec region were more moderate in July than a month earlier; the labour force increased very little during the month and employment increased by less than during the previous month, though at much the same rate as a year ago. Unemployment decreased rather more sharply than during June, though much less sharply than last year, making the proportion of persons without jobs and seeking work in the labour force smaller than last month but larger than last year. At July 20, persons with jobs were estimated at 1,655,000, about 33,000 more than a month before and 65,000 more than a year earlier. During the month, the number of persons without jobs and seeking work fell by 8,000 to 54,000.



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Employment rose in both the agricultural and non-agricultural sectors of the economy but more moderately in the latter than in the former. However, bad weather so delayed the hay harvest that demand for farm workers remained low and the usual shortages did not develop, although shortages of apple-pickers were anticipated in the Eastern Townships. In the woods, heavy rain aided log driving operations and employment was at its summer peak, though at a level somewhat lower than last year. There were indications that the cutting period would be shorter this summer than last, a number of firms planning smaller quotas than last year. Employment in sawmills was at a lower level than a year ago, and layoffs in many areas were anticipated in the near future. The manufacture of wood products, in particular of doors, sashes and veneers, showed a year-to-year weakening, owing to the decline in residential construction.

Employment in construction rose during the month but registrations at NES offices from construction workers remained higher and vacancies fewer than a year earlier. Aggravating the unemployment situation resulting from a year-to-year decline in residential construction was the fact that road building had dropped slightly from last year's unusually high level of activity. However, there was considerable activity on larger projects—industrial and commercial building—which in some measure offset the decline of employment opportunities elsewhere. Few labour shortages were registered even among skilled construction occupations.

Manufacturing employment levelled off during the month, as a number of plants closed for holidays. Registrations of metalworkers and workers in the manufacture of transportation equipment rose. Unemployment in the textile industry also increased during the month. Market demand in this industry was little if at all stronger than last year and employment was not expected to show more than the usual seasonal increase after the holidays.

Only two of the 24 local areas in this region were reclassified during the month. At August 1, the area classification was as follows: (last year's figures in brackets); in balance, 10 (20); in moderate surplus, 14 (4).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. NES registrations for employment remained markedly higher than last year in the seasonal industries and increased during the month in metalworking and in transportation equipment manufacturing occupations as plants closed for vacations. However, employment in the clothing industry showed some signs of seasonal recovery as work on fall lines began. Owing to the decline in residential construction there was a slight easing in the manufacture of structural steel.

Quebec-Lévis (metropolitan). Remained in Group 2. NES registrations for employment decreased during the month but remained well above last year's, particularly in the seasonal industries. Logging vacancies were down sharply from last year; fewer men were in the woods and the quota of wood to be cut was lower. Employment in construction was higher than a month earlier and some shortages of skilled workers were registered. However, layoffs were expected in plants manufacturing building materials. At the shipyards there was very little activity during the month.

Quebec North Shore (minor). Reclassified from Group 2 to Group 3.

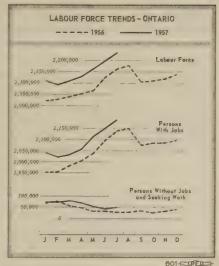
Ste. Agathe-St. Jérôme (minor). Reclassified from Group 3 to Group 2.

ONTARIO

EMPLOYMENT in Ontario continued to increase during July. The number of persons with jobs at July 20 was estimated at 2,186,000, an increase of 36,000 from last month and of 49,000 from last year. Agricultural employment accounted for nearly 40 per cent of the month-to-month increase

but was 24,000 lower than last year. The year-to-year increase in nonagricultural employment amounted to 73,000. Unemployment remained virtually unchanged from the previous month and was considerably higher than last year.

Employment during July continued to lag behind the growth of the labour force. The rate of increase in seasonal hiring was generally lower than last year, while many non-seasonal industries remained static or showed a decline in activity. The practice of closing down for holidays appeared to be more widespread than last year and in many plants the holiday period was extended by a week or more. This contributed to



the increase in unemployment and reduced the number of workers hired for holiday replacements. The industrial distribution of employment underwent little change, except for a seasonal increase in agriculture and food processing. Construction employment increased seasonally but construction workers were in surplus in all areas. In the automobile industry, the adjustment of output to reduced sales resulted in further layoffs. The situation in the lumber and lumber products industry remained unchanged. Weather conditions in southwestern and northern Ontario had an unfavourable effect on harvesting operations and the tourist trade.

Heavy industry remained fairly active, with the exception of a seasonal decline in agricultural implement manufacturing and some reduction in primary iron and steel production. There were signs of a pick-up in the production of radio and television receiving sets, which had been at a low level since last fall, and in secondary textiles.

During July, only one of the 34 areas in the region was reclassified, from balance to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus. 5 (3); in balance. 28 (23); in shortage, 0 (8).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Considerable numbers of workers were released from the local farm implement plant following the completion of seasonal orders, and from the automotive plant, partly as a result of preparations for model change-over. Employment in non-agricultural construction improved markedly.

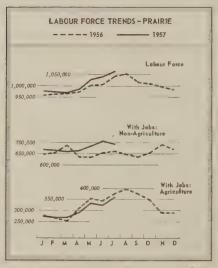
Ottawa-Hull (metropolitan). Remained in Group 3. Both employment and unemployment were higher than a year earlier. Government and industrial construction projects reached a high level of activity. The anticipated shortage of farm labour was relieved by workers from other areas and by immigrants.

Toronto (metropolitan). Remained in Group 3. Employment in construction and secondary textiles improved slightly. Extensive seasonal layoffs occurred at the farm implements producing plant. Curtailment in production resulted in layoffs in the automobile industry. There were shortages of experienced farm hands and of technical personnel.

Windsor (metropolitan). Remained in Group 1. A seasonal rise in activity was not sufficient to make any substantial change in unemployment. Agricultural activity was hampered by heavy rainfall and extensive layoffs occurred in the automobile industry. Non-residential construction increased during the month, while home-building remained at a low level.

Chatham (major agricultural). Reclassified from Group 3 to Group 2. Layoffs in the local truck manufacturing plant and reduced demand for agricultural labour as a result of heavy crop damage brought the area back into the moderate surplus category.

PRAIRIE



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APART from seasonal employment expansion in agriculture, the labour market situation changed very little in the Prairie region during July. Nevertheless, total employment reached an all-time record as activity in most of the basic industries held firm. At July 20, persons with jobs were estimated at 1,053,000, an increase of 23,000 from the previous month and 15,000 from the previous year. The labour force showed a similar rise over the month so that unemployment continued at the June level, which was slightly higher than last year.

The oil and gas industries remained very active during the month, with a boom in pipeline construction. Mining, too, showed substantial strength, par-

ticularly in the new base metal and uranium developments. Prospecting increased notably in Saskatchewan's Lac La Ronge area; several major companies as well as independent prospectors were reported to have moved into the district. Hot, dry weather, accompanied by severe hailstorms, inflicted heavy damage to crops in some areas, resulting in a lesser demand for harvesters than usual.

Two of the 20 areas in the region were reclassified during the month, from the balanced to the shortage category. At August 1, the area classification was as follows (last year's figures in brackets): in balance, 18 (8); in shortage, 2 (12).

Local Area Developments

Calgary (metropolitan). Remained in Group 3. Unemployment fell sharply in this area during July as staff requirements increased markedly in the larger seasonal industries. By the end of the month the area approached a labour shortage situation, with suitable workers scarce in a number of occupations. More experienced farm workers were reported to be available than in other years, however, and this was attributed to a reduction in the volume of

residential construction. The number of building permits issued in the first half of 1957 was about 700 below that for the comparable period last year. Apart from construction, business conditions in the area differed little from the favourable situation of a year earlier.

Edmonton (metropolitan). Remained in Group 3. Unemployment increased as a result of the entry of students into the labour force and of a heavy flow of workers from other areas. Business activity generally lacked much of the vigour of a year ago. While employment continued to show a year-to-year gain, certain weaknesses were apparent in the area. Oil drilling operations were curtailed during the month. Residential construction showed continuing year-to-year slackening, which was reported to have caused a substantial drop in the volume of trade by building supply firms. Engineering construction maintained employment at a high level though completion of the DEW line resulted in the release of 550 workers in July. Total employment remained higher than last year largely because of expansion in manufacturing. At the beginning of June, manufacturing employment was about 10 per cent higher than a year earlier and accounted for 28 per cent of total industrial employment.

Winnipeg (metropolitan). Remained in Group 3. Employment continued to rise during July, particularly in construction. Manufacturing, which plays an important role in the economy of this area, changed little during the month but showed an increase in employment over last year.

Fort William-Port Arthur (major industrial). Remained in Group 3. The economy of the area showed further strengthening during the month as employment increased and unemployment declined. Labour supplies were reduced to a very low level in almost all occupations but there was no evidence of serious labour shortages. Manufacturing employment remained fairly stable during the month though further staff reductions occurred at the Canadian Car and Foundry plant at Fort William, bringing the number released in a six-week period ending in July to more than 200; lack of orders was responsible for the layoff.

Swift Current and Weyburn (minor). Reclassified from Group 3 to Group 4. A tight labour market situation developed in these areas as farming and construction activity approached a seasonal peak.

PACIFIC

THE settlement of labour disputes in the lumber and fishing industries during the first half of July averted serious economic consequences for the Pacific region. However, immediate improvement in the employment situation was limited by decreased production in the forestry industries after the settlement of the dispute, in order to reduce the inventories of logs and lumber that had accumulated in the preceding weeks.

Persons with jobs rose to 500,000, some 18,000 higher than in July 1956. Increases in employment and in the labour force during the month were about equal. Hence, instead of the usual seasonal decline, unemployment continued at approximately the same level as in June, the highest for July since 1952, when a major strike was in progress in the lumber industry.



The principal reasons for the high unemployment were unfavourable lumber markets, curtailed base metal mining operations, restricted housing activity and higher immigration this year than in 1956. Employment in most manufacturing industries, other than wood products, was higher than last year. Construction employment at June 1 was about 15 per cent higher than a year before, and activity in the housing sector has increased considerably since then. However, total housing starts for the first seven months of 1957 are still fewer than for the corresponding period last year. Total construction contracts awarded for the first half of 1957 were about 3 per cent higher in value than

for the same period last year, with increases of 30 and 24 per cent in the business and engineering sectors, and declines of 21 and 26 per cent in the residential and industrial sectors. Demands for berry pickers and workers for fruit and vegetable canneries were easily met. There were substantial surpluses of clerical, sales, and service workers and of loggers, metal workers, lumber and construction workers, in sharp contrast with the marked shortages of labour in 1956.

Two labour market areas were reclassified during the month, one from balance to moderate labour surplus and one from moderate labour surplus to balance. At August 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (1); in balance, 8 (8); in shortage, 0 (1).

Local Area Developments

Vancouver (metropolitan). Remained in Group 2. A year earlier this area was in Group 3. The settlement of the strike in the lumber industry did not result in any significant improvement in the employment situation; unemployment was the highest since 1952. Substantial surpluses of labour existed in most occupations, in sharp contrast to July 1956, when shortages were widespread. Although some firms hired loggers during the month, others laid off workers because of high log inventories. Sawmill activity was restricted by holidays and decreased demand for lumber after the labour dispute ended. Hiring lessened in the construction industry, indicating that firms had full crews. As a result of the general slackness, farm labour requirements were more easily satisfied than for some years past; in July the demand from agricultural labour was limited mainly to berry pickers.

Victoria (major industrial). Remained in Group 2. The employment situation improved immediately after the settlement of the labour dispute in the lumber industry. However, unemployment was higher than usual for this time of year. There was little change in logging, sawmilling and construction activity during the month. Demand for berry pickers was much higher than a year earlier.

Central Vancouver Island (minor). Reclassified from Group 3 to Group 2. Prince George (minor). Reclassified from Group 2 to Group 3.

NOTES OF CURRENT INTEREST

Labour Day Messages

Hon. Michael Starr Minister of Labour

I welcome my first opportunity since becoming the Minister of Labour to extend greetings to Canadian organized labour

on Labour Day.

Very likely you have been wondering about the plans of the new administration and how they will affect the working people of Canada. I want to assure you that as the member of the Cabinet responsible for matters affecting labour, I intend to always keep before me the interests of the working people of this country in all questions of importance, and your Government intends to see that organized labour is adequately represented on government boards dealing with matters of direct interest to Labour. Organized labour has reached a degree of maturity and strength which entitles it to consideration in all matters affecting those for whom it speaks.

With regard to the specific legislation and the programs for which the Dominion Department of Labour is responsible, you can be certain that nothing which has proved of benefit to Canada will be disturbed. Some programs may be intensified and new programs will undoubtedly be introduced. However, the legislation and the programs of the Department are being reviewed in consultation, where

necessary, with Labour and Management so that we will have the benefit of the views and experience of those most affected.

Such problems as the difficulty of people past 40 getting employment, rehabilitation and employment of the disabled, discrimination in employment because of race, colour or creed, and unemployment resulting from cold weather in the winter have concerned me, as they have concerned all thinking Canadians, for some years now. Now, as Minister of Labour I am taking particular interest in reviewing programs of my Department connected with these problems to see where they might be improved and intensified, or what new steps might be initiated. I know that organized labour has assisted in attempts to alleviate these problems and that I can count upon them to help us in any practical steps which, in co-operation with provincial authorities, are undertaken in the future.

When we look at the broad economic picture, Canada is not without problems, but I can tell you that this administration will not refuse to face up to them, and with courage and determination do everything possible to the end that our national prosperity is translated into prosperity for the individual.

Claude Jodoin

President, Canadian Labour Congress

The months since we last celebrated Labour Day have been important ones for the Canadian labour movement. The spirit of unity which brought about the formation of the Canadian Labour Congress in April 1956 has continued with increased force, resulting in the consolidation of our new organization. The values of our united movement have become increasingly apparent in day-to-day conditions.

When the CLC was founded some 16 months ago a two-year period was set for the merger of provincial federations and

local labour councils. The vast majority of these mergers have been complete for some time and these groups are now functioning in a united manner. All our provincial federations have now merged and in the few instances where this action still has to be taken by labour councils it is apparent that such steps will be taken well before the two-year period has expired. This means that the internal organizational problems of bringing together two congresses into one united body are now practically complete and we are in a position to exert greater efforts towards our

general objectives in both the organization and legislative fields.

We recognize that the majority of Canadian employees are still outside the labour movement and lack the benefits of organization and collective bargaining. We have drawn attention to this situation within the past year and we look forward to increased activity so that more men and women can, through the free, co-operative efforts of the labour movement, help each other towards a better standard of living.

The Canadian Labour Congress, in accordance with the policy adopted at our founding convention, supports no particular political party. Our organization has, however, a very definite legislative program, designed in the interests of all Canadians. We recognize that, over a period of many years, progress has been made in Canada's social legislation. We have by no means exhausted the possibilities, and in many instances we feel progress has been far too slow.

This year has obviously been a highly important one from the political point of view. The membership of the Canadian Labour Congress will be watching the policies and actions of our new government with keen interest. We are concerned with results and we are quite prepared to co-operate with Prime Minister Diefenbaker and his colleagues, particularly in implementing such parts of the Progressive Conservative Party's program as we have already expressed interest in through the legislative program of our Congress.

The fact that the social benefits and living standard which we now enjoy are greatly improved over those of years past does not by any means mean that we have reached the ultimate. We are living at a time when great technical changes are opening new possibilities for the production of goods and services. In Canada we are seeing unprecedented expansion. This means new opportunities for all our people: but we know all too well from past experience that the benefits of these developments are not likely to be fairly shared unless pressures are applied in the interests of the people as a whole. This, as it has been in the past and it always will be in the future, is one of the primary and inescapable responsibilities of any true labour movement.

We have seen, in recent times, too much of a trend towards the concentration of our natural resources in the hands of a few. We know that automation and other such developments may be used in the same way. We must use our collective bargaining strength to protect the interests of the people.

At the same time we must continually remember that we, as Canadians, cannot be a people unto ourselves. We are citizens of a world community and our responsibilities are as broad as the world itself. It is encouraging that there is increasing interest on the part of Canadian union members in the welfare of people in other countries. This is being expressed through our participation in and support of the International Confederation of Free Trade Unions and the International Labour Organization. It is to be hoped that this will continue and expand, and that there will be increased response by the Canadian Government to the continued proposals by our Congress for additional assistance to less fortunate coun-

Within the next few weeks we will see in Canada a practical demonstration of the possibilities of co-operation and the development of a closer understanding between peoples of various countries. The Canadian Labour Congress, in co-operation with the International Confederation of Free Trade Unions, will be hosts to some 80 trade unionists, 60 of them from outside our borders and many from distant parts of the world.

Not only will they share experience and give serious consideration to their problems, but they will have an opportunity to see at close range the living and working conditions of Canadians. We hope that from this experience they will go home with an increased realization of the desire of Canadian workers to have the friendliest of relations with workers of all other countries. We hope, too, that from this conference will come methods by which we can work together with increased effectiveness toward our objective of "bread, peace and freedom for all".

Thus, while much has been accomplished, a great deal more remains to be done. As a united and growing organization we are prepared to meet this challenge. With the continued support of our membership and with the help of those who we hope will become associated with the labour movement, we can accomplish our objectives. By so doing the Canadian Labour Congress will make a great contribution to the welfare of people throughout the world.

J. G. McLean

National Legislative Committee, International Railway Brotherhoods

To many citizens of our Nation, Labour Day is another holiday created for rest and recreation, to others it may mean no more than a temporary cessation of industrial and commercial activity with a proportionate loss of productive profit, but to the workers generally and to the trade unionists particularly it is a memorable day carrying a distinctive mark of progress in the Canadian Labour Movement.

The National Legislative Committee, International Railway Brotherhoods, is pleased to have the opportunity again to extend fraternal greetings on this Labour Day to our affiliates, all other labour organizations, all Canadian workers and

their families.

During the past half century organized Labour has been successful in securing for the workers many benefits including improved working conditions and rates of pay. The Legislative Committee, International Railway Brotherhoods, has consistently been in the forefront in seeking and securing legislation to promote the welfare of the workers and to reduce the hazards incident to their employment in We are appreciative of the social security legislation now on the provincial and federal statutes. However, we recognize that the foundation on which the legislation is based was founded in Conventions passed by the International Labour Organization; also, that the standards of benefits in several of the Acts are ILO "minimum standards". Further, our Government as a member of the ILO has a

distinct obligation to have enacted additional social security legislation, such as medical care, sickness benefit, maternity benefits and survivors' benefits.

The railway brotherhoods are presently highly concerned over the loss of jobs to what we term "automation". Technological changes are recognized as progressive and necessary in the development of the economic life of our Nation, but they can affect many persons adversely unless made with reasonable and equitable consideration of the human element involved. Early and co-ordinated measures should be taken to avoid or to hold to a minimum the social dislocations and human costs which may be involved in technological progress and to ensure the greatest possible benefit to all sectors of the community.

The Brotherhoods are concerned regarding the railway workers who lose their employment by reason of abandonment of terminals or lines, and are not entitled by law to a dismissal wage.

The right of the worker to organize and bargain collectively is clearly established. A review shows that approximately only 40 per cent of the workers are under an agreement. This should have the immediate attention of the Trade Union Movement.

When we celebrate this holiday in honour of Labour it is fitting that we should be thankful for the progress made, the freedom we enjoy, and to reflect on the many important questions needing our collective attention.

Gérard Picard

General President, Canadian and Catholic Confederation of Labour

(Translation)

From ocean to ocean, throughout the length and breadth of the country, Canadian workers are celebrating "their" holiday today.

For all the people of Canada, this affords an opportunity to gain a better understanding of the role of primary importance that workers are playing in this country's economic life. The prosperity and the future of Canada rest more and more on them. The production of almost all those things that make up our national wealth, and which form the very basis of the material well-being enjoyed by Canadians, is assured by the workers. Even agriculture, in spite of its continuing importance in our economy, can no longer do without the machines, the instruments and the tools manufactured for it by the workers. Our natural resources, the common heritage of all Canadians, would be wasted wealth without active, competent labour to develop them.

(Continued on page 1004)

Engineer Shortage Now Less Severe

The expected shortage of professional engineers and scientists in Canada this year has been relieved by immigration, and Canadian engineering and science graduates are not finding such an intense demand for their services as was expected, according to an article by Leslie Wilson in a recent issue of *The Financial Post*.

In the United States also, the much advertised dearth of engineers is discounted by the findings of a study made by Drs. David M. Blank and George J. Stigler under the auspices of the National Bureau of Economic Research, it was reported in the *New York Times*.

Mr. Wilson, who bases his statements on a spot check of personnel managers and university placement officials, says that although most of this year's 2,850 engineering and science graduates from Canadian universities found jobs at salaries about 10 per cent higher than last year, some

have not yet been placed.

Some companies which had feared that their plans for expansion or research would be hampered by shortage of professional manpower had been able to fill their needs with British or other European engineers. Col. J. K. Bradford, Director of Placement of the University, is quoted by the Financial Post writer as saying: "There seems to be a fair balance between supply of engineering graduates in Canada and demand for them." He added, however, that metallurgists, electronics engineers and some types of chemists are still scarce.

The Financial Post estimates that during the last six months 3,000 engineers and draughtsmen have entered Canada from the United Kingdom, and 500 from the Netherlands, France, West Germany and Italy. The number of engineering graduates in Canada this year is 1,800, and there have been 1,050 science graduates. The number of professional persons who have entered Canada as immigrants this year is therefore significant.

The study of Messrs. Blank and Stigler in the United States was based on the levels of pay received by engineers; and on the evidence of these earnings the study suggested that, up to 1955 at least, there had not only been no shortage of engineers but there had been in fact an increasingly ample supply. Demand for engineers, it was found, had grown rapidly; but supply had grown even faster. Temporary shortages had undoubtedly been felt in certain types of engineering and in some parts of the country, but there was no evidence of any substantial general shortage.

As a consequence of the increased supply of engineers in relation to demand, the study shows, salaries have drifted downwards. Engineers are said to have lost ground in earnings in comparison with doctors, dentists, lawyers and college teachers. This decline has been especially pronounced since 1939, except for a minor increase after the outbreak of the Korean War.

An increase in the supply of engineers is expected to continue, according to the study. Projections predict that from between 35,000 and 40,000 engineering graduates in 1960 the annual number of graduations may rise to between 80,000 and 90,000 by 1970. The present annual

total is put at 32,000.

An article in a recent issue of Business Week also supports the belief that "the worst of the shortage of engineers may be abating". It goes on to say: "Where a year ago nearly everyone insisted that the shortage of engineers was practically a national emergency, today you'll find plenty of hedging and 'don't quote me, but' talk that shows there has been a distinct change in the situation."

The article quotes the reports of a number of companies, nearly all of which state that there has been decidedly less difficulty in getting engineers than there

was last year.

However, notwithstanding the easing of the shortage, the starting salaries offered to engineers have continued to rise, the article says. The rise seems to be about \$50 a month higher than last year. As an example, Bell Telephone Laboratories increased its minimum starting salary from

\$400 to \$450 per month.

"For the immediate future at least it looks as if the panic has gone out of the quest for engineers," the article concludes. "But companies must continue to pay engineers well, and put them to work at engineering jobs if another shortage is to be avoided. Many companies are still reluctant to admit that the shortage could even be easing."

Ford Starting On-the-Job Apprenticeship Program

First on-the-job apprenticeship training program for the Ford Motor Company will be inaugurated this September at its Windsor manufacturing division.

The apprentices, expected to number 25, will work alongside qualified journeymen for 8,000 hours. They will receive apprenticeship pay and normal company benefits. Preference will be given to sons of the company's Windsor employees.

U.S. Disabled Aged 50
Now Receiving Pension

More than 100,000 disabled persons in the United States this month will receive their first disability pension cheques as a result of an amendment last year to the U.S. social security law that made such pensions available to disabled workers at

the age of 50.

To be eligible for the pension, according to the Social Security definition, a worker must have a disability that makes him "unable to engage in any substantial gainful activity". The disability must be the kind of physical or mental condition that shows up in medical evidence, hospital records or special tests; it must have lasted at least six months and be expected to continue for a long and indefinite period.

In general, "substantial gainful activity" means the performance of a substantial amount of work with reasonable regularity

in employment or self-employment.

Compulsory Retirement Said "Cruel, Wasteful"

One of the most 'orrible examples of fuzzy thinking, in the opinion of William Mercer, President of William M. Mercer Limited, employee benefit plan consultants, is the idea that the mass of Canada's population can and should stop working at 65. He made the statement in an article in the July 20 issue of Maclean's.

Compulsory retirement of men who are mentally and physically young and want to work, Mr. Mercer believes, is cruel, unnatural and wasteful. He adds that he is not suggesting taking away a man's right to retire in his sixties—he refers to those men who are able and want to work

beyond their sixties.

Mr. Mercer sees two fundamental approaches to retirement. The one in which he believes allows a man to retire between the ages of 50 and 90 and provides him with a pension. He is not forced to retire at any given age.

The second approach, which he opposes, is typified by insurance company and government-annuity advertisements showing happy retired men smoking pipes and fishing, who have been compelled to quit

work at age 65.

Compulsory retirement at 65 is often justified, says Mr. Mercer, by saying that it is difficult for management to decide who should stay and who shouldn't if the compulsory retirement rule is waived.

"That argument is wrong whichever way you look at it. It implies that management has not the ability or courage" to carry out a prime responsibility: deciding which employees are productive and which are not.

"It is also argued," says Mr. Mercer, "that compulsory retirement at 65 is necessary to provide for the promotion of junior employees."

He refutes that by saying that under a flexible retirement plan, a man of 60 who has lost interest and is just waiting for 65 so he can draw his pension can be retired at 60 to make way for the younger individual.

Four Working, One Idle

Another point he makes is that if all people stopped work at 65 there would be one person idle for every four working. This would impose a necessary 20 per cent contribution of their salaries on the part of working people to maintain the idle. He doubts that society would care to pay that much for other people's leisure.

The whole problem of compulsory retirement at 65 needs a searching look by both Management and Labour, says Mr. Mercer, and he also notes:

"I must direct some of my criticism of shallow thinking on security against our federal Government... The Old Age Security Act that will soon pay every citizen \$46 per month at 70. The principle involved in this is so wrong that I find myself embarrassed when I try to explain it to friends in other countries."

As an example, he pictures two men who, respectively, have no income and \$6,000 annually at age 70. The first gets the Old Age Pension of \$46, which "allows him to live like an animal," while the other receives \$36.80—the \$46 less 20 per cent income tax deduction—to add to his \$6,000.

"In my mind Canada can afford to provide all its indigent citizens with a minimum subsistence income and, in terms of 1957 dollars, that is probably \$80 a month for single persons and \$130 for a married couple.

"I don't think Canada can afford, and I believe it is morally wrong, to provide any additional income to citizens fortunate enough to have an adequate one.

"If \$80 per month for a single person and \$130 per month for a married couple provides a subsistence living," concludes Mr. Mercer, "and if it is paid to everyone over a certain age, it should be subject to a steeply graded income tax so that anyone that has an income of, say, over \$2,500 per year would have it all taxed away from him."

Govt. Arranges Program To Ease CNR Layoffs

The federal Government will finance a special work program in an effort to minimize the effect of country-wide layoffs that were scheduled on the Canadian National Railways.

This was announced in a statement issued July 12 by Hon. George Hees, Minister of Transport, after a conference with Hon. Michael Starr, Minister of Labour, and Donald Gordon, President of the CNR.

Layoffs were planned by the railway at Pointe St. Charles (near Montreal), Moncton, N.B.; Transcona and Fort Rouge (Winnipeg); Edmonton and Port Mann, B.C.

"While a severe decline in traffic has called for an adjustment of total employees," the statement said, "the Government has undertaken to finance the cost of a special program of car repairs and other shop work; and on that understanding the CNR will re-employ the required shop working force at the end of the coming vacation period.

"It is uncertain how long or to what extent the proposed special program will be continued; but in any event the intention is to spread the work so that if downward adjustments remain necessary, they can be effected gradually.

"It is also hoped that the declining trend in traffic will be arrested in the meantime so that existing levels of employment may be maintained."

The Transport Minister reported that forecasts of capital investment released that day by the Department of Trade and Commerce indicated a definite upturn, "so that it is reasonable to regard the sharp drop in railway traffic as being a temporary situation only".

The statement said the CNR was expected to open conversations immediately with union leaders to explore the adjustments in the existing seniority rules of the working groups affected that will be needed to make the program effective.

UAW Is Partner in Plan To Fight Discrimination

A new step in the fight to eliminate racial discrimination in employment was the signing of an agreement between the United Automobile Workers of America, and the National Urban League, a voluntary inter-racial organization devoted to education and the improvement of housing, health and welfare services for negroes.

Existence of the document, which will affect 200,000 negroes, was made known by UAW President Walter P. Reuther and Theodore W. Khcel, president of the League.

The pact provides machinery to deal with cases of discrimination in all industries in which the UAW has collective bargaining agreements. Both Mr. Reuther and Mr. Kheel hailed the pact as a "voluntary" Fair Employment Practices Commission.

International Employers' Group to Meet in Canada

The World Congress of Christian Employers this year will be held in Canada, beginning September 15, at the Windsor Hotel in Montreal.

The international organization has a membership of 18,500 in 14 countries. Delegates have been chosen already from Argentina, Belgium, Chile, England, Germany, France, Mexico, The Netherlands, Italy, Portugal, Spain and the United States.

The Canadian affiliate of the group is the Professional Association of Industrialists. Wilfred Girouard, Montreal manufacturer, will act as chairman. Prime Minister Diefenbaker is scheduled to open the convention.

Hold McGill Conference September 11 and 12

McGill University's 9th Annual Industrial Relations Conference will be held September 11 and 12. Theme of this year's conference is "Industrial Relations and Technological Change".

There will be five speakers and two discussion leaders. Speakers and their topics are: Dr. William Westley, McGill, "Men and Machines"; Dr. George P. Schultz, Massachusetts Institute of Technology. "Concepts of Change in the Labour Market"; Ralph Presgrave, J. D. Woods and Gordon, Ltd., "What Price Technology?"; Dr. Eugene Forsey, Canadian Labour Congress Research Director, "Technological Change—A Problem for Labour"; and S. M. Gossage, Manager of Labour Relations, Canadian Pacific Railway Company, "Technological Change and the Responsibility of Management".

Leaders of the panel discussion will be E. R. Complin, Dupont of Canada, and Gérard Pelletier, Director of Public Relations, Canadian and Catholic Confederation of Labour.

Arbitration Clause Ruled Enforceable in U.S. Court

Federal courts have the power to enforce arbitration clauses in labour-management contracts, the United States Supreme Court has ruled.

The 7 to 1 decision was made in three cases, all of which had been brought by unions against employers who had refused to submit grievance disputes to be settled by an arbitrator, as provided by the contracts.

The principle at issue had been before the courts for years, and judges in state and federal courts had held various views about it. Many lawyers regard the decision as one of the most important made in labour law for years.

About 90 per cent of existing collective agreements provide for arbitration as the final step in the procedure for settlement of grievances. The Supreme Court's decision thus gives important support to the arbitration method of settling disputes.

Only eight or nine states have statutes which provide for enforcement of arbitration agreements; and the common law in most states, according to legal authorities, holds that agreements to arbitrate cannot be enforced.

The ruling will not affect disputes between employers and unions over the terms of new contracts.

Publish Analysis of Sheet Metal Trade

An analysis of the sheet metal trade, prepared by a national committee appointed by the Department of Labour, has been published.

The analysis, together with analyses of six other trades, four of them published previously and two more to appear shortly, was carried out as a result of a recommendation made at the First National Conference on Apprenticeship in Trades and Industry, held in Ottawa in May 1952. The analyses of the following trades have been published previously: machinist, carpenter, bricklaying, and plastering. Analyses of the motor vehicle repair trade and plumbing trade will be published in the near future.

Federal and provincial training authorities hope that by analyses of the various skilled trades which are designated as apprenticeable in most of the provinces, it may be ultimately possible to reach agreement on uniform standards of competence. This would be a step forward

towards achieving the acceptance in the other provinces of apprentices trained in any Canadian province.

The analyses of the various trades are recommended as: a basis for training programs in industry, courses of study in vocational schools and trades institutes, etc.; a guide to foremen for on-the-job training; a basis on which experience may be evaluated and a means of transferring apprenticeship credits from one province to another.

As in the case of all the studies, the analysis of the sheet metal trade contains only those phases of the trade considered essential in all provinces. This leaves each province free to add to the analysis any skills or knowledge peculiar to its particular area. The analysis is not intended to be a course of study, and accordingly the operations need not necessarily be taught in the sequence set forth. While the scope of the analysis is comprehensive, embracing as it does the manipulative features of the trade with necessary related knowledge, it does view the trade in its broader aspects and includes blueprint reading, mathematics and science. In addition to this, the committee who prepared the document suggests that the trainee be given, when opportunity affords, an introduction to certain phases of estimating and also of design, which involves proportioning sizes and determining capacities, and the like.

The publication is available from the Queen's Printer, Ottawa, at 50 cents a copy.

Canada's Colombo Plan Gifts Total \$151 Million

Between 1950, when the Colombo Plan began, until April 1958, Canada's contributions and obligations to the plan will have amounted to \$151,230,027.

Canada's share of capital assistance is \$147,710,159; technical assistance, \$3,487,-637, with an additional \$32,231 going to the Colombo Plan Bureau for Technical Co-operation.

To date, Canada has contributed towards 67 capital assistance projects of varying sizes, and at present eight countries are benefitting.

Canada's technical assistance scheme, under which experts are sent to Asian countries and Asians are trained in Canadian universities, has been extended to 12 countries; 636 fellows and scholars have trained in Canada, and 94 Canadian experts have been sent to Colombo Plan areas.

Of the 94 experts sent abroad since 1950, there are 42 at present in Colombo Plan areas.

New Edition Available Of "Labour Standards"

A new (1956) edition of the Department of Labour publication *Provincial Labour Standards* is now available. Revised each year, this bulletin brings together under one cover information regarding the standards set by the provincial laws governing child labour, holidays, hours of work, minimum wages, equal pay for equal work, fair employment practices, weekly rest-day and workmen's compensation.

In a foreword the bulletin reviews changes in laws or regulations in 1956. These include the enactment of a new Annual Holidays Act in British Columbia, effective from July 1, 1957, which requires employers to grant their employees a vacation of two weeks with pay at 4 per cent of annual earnings after a year of employment. Under the former Act, workers were entitled to a vacation of one week with pay after a year's service.

Minimum wage orders in Alberta were revised, substantially increasing minimum rates. The new rates, applicable in cities and towns with a population exceeding 5,000, are \$30 a week for male workers of 19 years of age and over and \$28 a week for women workers. The former rates, \$26 and \$24, respectively, applied to the four cities of Edmonton, Calgary, Leth-bridge and Medicine Hat. In the remainder of the province the minimum rates are \$26 a week for men and \$24 for women, representing an increase of \$1 a week for men and \$4 a week for women.

In British Columbia, the orders governing workers in factories, shops and offices were among those revised, establishing 75 cents an hour for male workers and 60 cents for female workers in factories, 65 cents an hour for all workers in shops, and 75 cents an hour for all workers in offices. For male workers in New Brunswick engaged in the canning or processing of fish, vegetables or fruit the minimum wage was increased from 55 to 65 cents an hour.

In Nova Scotia and Manitoba, new Equal Pay Acts were enacted. Under the Nova Scotia Act, which went into force on January 1, 1957, women must be paid the same wage rates as men for the same work done in the same establishment. The Manitoba Act forbids discrimination against either sex in the payment of wage rates in respect to identical or substantially identical work in the same establishment.

Fair Employment Practices Acts forbidding discrimination by employers with regard to employment and by trade unions with regard to membership on grounds of race, colour, religion or national origin were adopted in British Columbia, New Brunswick and Saskatchewan.

Under Workmen's Compensation Acts, a higher compensation rate in Manitoba, Newfoundland and Nova Scotia, increases in the ceiling on earnings in Manitoba, Alberta, Ontario and Saskatchewan, and larger allowances for widows and dependent children in several provinces were among the changes provided for.

Copies of the bulletin in both English and French are available from the Queen's

Printer at 25 cents each.

ICFTU Holds Fifth Biennial Congress

Affiliation of Finnish unionists, resignation of its president, the role of France in Algeria and the treatment in Hungary of workers in particular and the population as a whole were matters taken up at the fifth biennial congress of the International Confederation of Free Trade Unions, held during July at Tunis, Tunisia.

Canada was represented at the congress by Claude Jodoin, CLC President; Donald MacDonald, CLC Secretary-Treasurer; William Mahoney, Canadian Director of the United Steelworkers of America; E. P. O'Connor, General Secretary of the B.C. Government Employees' Association; and George Hutchens, Canadian Director, International Union of Radio, Electrical and Machine Workers.

The affiliation of the Finnish unionists, which brought 300,000 new members into the ICFTU, which boasts members from 92 other countries outside the Iron Curtain, was enthusiastically approved at the opening session of the congress.

The congress heard with regret that its president during the past four years, Omer Becu, of Belgium, was quitting the office. It was expected that the post would go to Arne Geijer, of Sweden, but this had not been confirmed at press time.

A direct plea was made to France in the name of the delegates, representing 55,000,000 organized workers, to begin truce negotiations with the independence forces of Algeria.

The congress asked that Hungary, under its present regime, be barred from the United Nations and all its specialized agencies, and demanded that Soviet Russia be compelled to withdraw its troops from the country and permit free elections.

The action was taken by a unanimous vote, after they heard a speech delivered by Anna Kethly, Hungarian emigre leader.

G. D. Ambekar, Indian Trades Union Congress, called for an end to atomic bomb tests, and expressed the hope that all peoples of the world could quickly learn to live in peace as brothers.

Victor G. Reuther, Assistant to the President of the United Automobile Workers, told the congress that United States labour was moving swiftly towards establishment of a four-day, 32-hour week as a safeguard against "automation unemployment".

William C. Doherty, Vice-president of the AFL-CIO, blamed "price-gouging by profit-hungry monopolists" for a rise in living costs last year, and added that labour welcomes the present Senate investigation into the causes of inflation.

Automation Discussed in TUC'S Half-Year Review

In the belief that there is probably no set formula and procedure that can be used in every case in which the impact of automation on jobs and wages is felt, the Trades Union Congress of Great Britain has decided to call new meetings with groups of unions in order to pin down questions that are likely to arise in their industries.

A general point which the TUC makes in its half-yearly survey, called "What the TUC is Doing," is the need for full consultation with employees' representatives before automation or other changes in industrial methods are introduced. It also insists that employers and the government must accept their responsibilities for ensuring that changes in industry are introduced with as little dislocaton and hardship as possible.

The TUC says that unions also can help to prepare for industrial change that may come about through automation or in other ways by pressing for general agreements covering redundancy, consultation, compensation, training and so on.

In order to help unions in this way the Congress has been collecting information about agreements covering redundancy. The four principal matters covered in such agreements are found to be: prior consultation, selection procedure and notice to be given, compensation arrangements, and schemes for re-employment.

Although automation brings difficulties, the TUC emphasizes that these are not necessarily new. Trade unions have had to face these and similar issues before. The Congress also contends that the danger in Great Britain is not that automation will be introduced too rapidly, but it may come in too slowly. In the TUC's view, for Britain to allow other countries to outpace her and threaten her ability to compete would endanger jobs and living standards. The prospect of Britain's joining a European Free Trade Area is held to lend added urgency to this consideration. The TUC states that "even our most strongly placed industries would be unable to take full advantage of the wider European markets unless they made themselves fully competitive".

Illness Hits 39 in 1,000 Workers; Cost is High

Prolonged illness strikes employees at the rate of 39 for each 1,000 on the payroll annually, a five-year study of non-occupational illness in the United States has found. A prolonged illness was defined as one involving at least four weeks' absence from work.

The survey, conducted by the Research Council for Economic Security, an independent group, and financed by private industry, covered 193,856 employees of 145 business concerns, both large and small, manufacturing and non-manufacturing. Groups in labour, management, medical and health fields co-operated in the survey.

The survey also found that:

—The average absence from work because of prolonged illness is a little more than 10.8 weeks.

—The rate of absence because of prolonged illness rises markedly with age and is greater among women workers than among men and among production workers than salaried personnel.

The cost to workers of prolonged illness is high, the researchers found. Even where employers have sickness compensation plans, prolonged illness costs the average worker affected about 13 per cent of his normal annual earnings.

"Large Gaps"

The "substantial" cost to the worker even when the employer shares the cost shows that there are "large gaps" to be filled, the report said. One gap could be filled, it suggested, by setting up industrial medical departments of preventive medicine.

While benefit provisions of health insurance programs covered 62 per cent of gross medical care costs, as a result of heavy emphasis on hospitalization and surgical care present benefits meet 80 per cent of hospital charges and 61 per cent of surgeons' fees but only 16 per cent of other costs.

Farm Population Drops 5.7 Per Cent in 5 Years

Canada's farm population showed a further marked drop in the period 1951 to 1956 but the total farm area was virtually unchanged, according to a Dominion Bureau of Statistics report based on the national census of 1956.

Number of persons living on farms, as defined by the Census, showed a decrease of 165,241, or 5.7 per cent, from 2,911,996 in 1951 to 2,746,755 in 1956. This was a larger proportional decrease than occurred in the 10-year interval between 1941 and 1951, when the total fell 240,453 or 7.6 per cent.

While the total number of occupied farms showed a decrease from 623,091 in 1951 to 575,015 in 1956, or 7.7 per cent, the total area in farms decreased only 0.1 per cent from 174,046,654 acres to 173,923,-691 acres in 1956, with the result that the average size of farm for all Canada increased from 279.3 acres in 1951 to 302.2 acres in 1956.

An important factor contributing towards the larger farms has been the use of more farm machinery of various classes.

AFL-CIO Attempts To End Craft-Industrial Disputes

A method of dealing in three steps with jurisdictional disputes between building trades and industrial unions is being set up within the AFL-CIO. The plan, which has been worked out by a special committee of high-ranking union leaders, does not provide for final settlement by arbitration if negotiations fail.

Failure to agree to arbitration has been the chief stumbling block in previous efforts to work out methods of settling such disputes. The building trades unionists did not like the form of arbitration originally proposed.

General agreement has been reached on the main line of division between the jurisdictional provinces of the two types of unions. New construction is to belong to the building trades craft unions, and running maintenance is to belong to members of the industrial unions who are permanently employed at the plant.

The doubtful area of jurisdiction concerns the alteration, repair, and moving of plant. Some companies use regular employees for work of this kind. Others let out the work to outside contractors.

"In these doubtful areas decision should be made on the basis of established past practices on a plant, area or industry basis," said George Meany, President of the AFL-CIO, in a letter outlining the new plan addressed to Richard J. Gray, President of the Building Trades Department of the federation, and Al Whitehouse, Director of the Industrial Union Department.

The plan, as described in Mr. Meany's letter, calls for a panel of six persons to be set up within the AFL-CIO, three of whom are to be nominated by the Building Trades Department and three by the Industrial Union Department. These six persons are to be divided into three teams of two men each, one from the Building Trades Department and one from the Industrial Union Department on each team.

Under Direction of President

These teams are to work under the direction of the President of the AFL-CIO, and devote their whole time to mediating disputes regarding jurisdiction. The committee which reached agreement on the setting up of the plan hopes that these teams will succeed in settling a great many disputes.

"It was further agreed," said Mr. Meany in his letter, "that disputes that are not settled by the two-man teams will then be referred to a committee to consist of the President of the Building Trades Department, the Director of the Industrial Union Department, and one person representing the President of the AFL-CIO. In the event this three-man committee cannot settle the dispute it will then be referred to the Special Committee established by the AFL-CIO Executive Council."

Although the procedure which is being set up does not as yet provide any final method of settling disputes, Mr. Meany says: "The concensus is that it can be used to settle a great many of the disputes and bring about an atmosphere by which it may be possible, at some time in the future, if desired, to provide a definite terminal arbitration. For the time being, however, no final decision has been reached on this point."

Seven More CLC Councils Have Received Charters

In recent months, mergers of local labour councils have taken place in three cities while in four other centres, existing councils were enlarged by the addition of locals with a formerly rival affiliation.

During the same period, it was announced that the Brotherhood of Railroad Trainmen had voted overwhelmingly to affiliate with the Canadian Labour Congress.

The new CLC local labour councils are: Regina Labour Council, result of a merger between the Regina Trades and Labour Council (TLC) and the Regina Labour Council (CCL).

Quebec Labour Council, formed through merger of the Quebec and Levis Federated Trades and Labour Council (TLC) and the Quebec Labour Council (CCL).

Lindsay and District Labour Council, a fusion of the Lindsay Trades and Labour Council (TLC) and the Lindsay and Dis-

trict Labour Council (CCL).

Fort Frances and District Labour Council, formed when the Fort Frances Trades and Labour Council amended its constitution to admit former CCL affiliates.

Hull-Gatineau and District Labour Council, the former Western Quebec Trades and Labour Council with the addition of former CCL affiliates.

Prince Rupert Labour Council, formerly the Prince Rupert Trades and Labour Council (TLC), which now includes former CCL locals.

Pine Falls Labour Council, formerly the Pine Falls Trades and Labour Council, now open to former CCL affiliates.

The Brotherhood of Railroad Trainmen has a membership of approximately 22,000.

UAW Appoints Canadian To Public Review Board

A Windsor, Ont., magistrate has been named by the United Auto Workers as a member of the union's Public Review Board. He is J. Arthur Hanrahan, who in his 12 years as county court magistrate in Windsor has presided over 38 conciliation boards.

The Public Review Board was established at the UAW's convention last April (L.G., May, p. 530) as a safeguard against racketeering and injustice in the union. Magistrate Hanrahan is the seventh member named to the Board. Other members are: Rabbi Morris Adler and Circuit Judge Wade H. McCree of Detroit, Bishop G. Bromley Oxnam and Mgr. George Higgins of Washington, Chancellor Clark Kerr of the University of California, and Prof. Witte of the University of Wisconsin.

Of the 38 conciliation proceedings over which Magistrate Hanrahan has presided, 31 resulted in agreements at the conciliation stage.

Other recent appointments and a resignation that are of interest to Labour include:

—The resignation of George Ferguson from the Ontario Labour Relations Board because of pressure of his law practice. —Appointment of J. R. Griffith, onetime official of the Brotherhood of Railway Carmen, to be a Director of the Canadian National Railways. Mr. Griffith has served as General Chairman and System General Chairman of the Brotherhood's Joint Protective Board and from 1944 until 1951 was a labour member of the Saskatchewan Labour Relations Council.

—Election of James Patterson of Toronto to be President of the National Association of Marine Engineers (CLC).

—Election of Murray Smith, Works Manager of Canadian Industries Limited, as President of the Industrial Accident Prevention Associations of Ontario.

—Election of John V. Cuff of the Central Ontario Industrial Relations Institute to be President of the Personnel Association of Toronto.

Jobless Benefits Claimed By Vacationing Workers

Because of a ruling last January by the New York State Unemployment Insurance Appeals Board, many of the state's workers are filing claims for unemployment insurance benefits for the period they were on paid vacation.

The Appeals Board ruled that vacation pay, under many types of collective agreements, was a "bonus for past services" rather than remuneration. Under this interpretation, workers in a plant that is closed down for vacation are considered unemployed, even though they receive vacation pay. The theory behind the ruling is that an employee is not assured of his job when the plant re-opens after the vacation and, technically, is therefore available for employment during the period.

All Claims Scrutinized

Dr. Isador Lubin, State Industrial Commissioner, reported that only a small percentage of vacationing workers who could have applied for benefits have done so, and declared that all claims would be scrutinized to see if the applicant was "truly available for work".

Where the plant is closed for vacation with union consent or according to collective agreement, claims are being rejected, Dr. Lubin said.

Progress Report, Research Program on Training of Skilled Manpower

That rapid technological changes of recent years have expanded demand for skilled and technical manpower and changed kinds of knowledge and skills required of such workers is one preliminary finding of program

Rapid technological changes in recent years throughout the Canadian economy have resulted in a great increase in the demand for skilled and technical manpower, and have also led to changes in the kinds of skill and knowledge required of such

employees.

This is one of the conclusions reached at the end of the first year of the Department's research program on the Training of Skilled Manpower, according to a progress report just completed. The program is being conducted in co-operation with federal and provincial agencies and other

Decision to initiate the research program was taken after a review of technical training programs in 1955, when ten-year federal-provincial agreements were coming to an end, had underlined the need to analyze changing manpower requirements, and after the Vocational Training Advisory Council at its February 1956 meeting recommended that the Department undertake such research. This recommendation was subsequently endorsed by the Apprenticeship Training Advisory Committee.

An interdepartmental committee, comprising representatives of the Department of Labour, the Unemployment Insurance Commission, the National Research Council, the Defence Research Board, and the Dominion Bureau of Statistics, was formed to plan and direct the program. Chairman of the committee is Dr. George V. Haythorne, Assistant Deputy Minister of Labour.

The committee decided to direct research into four main areas: (1) the changing requirements for skilled manpower in Canada; (2) manpower available for training or re-training; (3) an appraisal of means and practices of acquiring skills: and (4) special factors affecting the training of skilled manpower.

During 1956, the researchers concentrated on some aspects of the last three. Field inquiries were conducted during the summer of 1956 into technological and other changes occurring in five selected industries in the Montreal and Toronto areas; and into the way in which skilled workers in five selected occupations had acquired their skills.

Preliminary findings of the research program during its first year are listed below. While basically exploratory in nature, the initial work provides a basis for further studies during the second year.

Effects of Technological Change on Requirements and Training of Skilled Manpower

The investigation into the effects of technological change on requirements and training of skilled manpower was conducted by means of interviews of management personnel at all levels down to the direct supervisors. Interviews were conducted in five industries: electrical and electronic products, heavy industrial machinery, aircraft, chemical and automobile.

There was clear evidence in these industries of an increasing application of scientific methods to both the products manufactured and production processes involved, the progress report states. The rapid growth of output and increasing wage costs have tended to speed up the rate of technological change. As a result, requirements for skilled and technical manpower have increased greatly and the kinds of skill

and knowledge required of workers have undergone modification. The proportion of indirect to direct labour employed in these industries has increased.

Some new kinds of skilled and technical occupations are emerging, others are changing or declining in importance, while many are remaining stable. Many of the new occupations come within the category of "technician" and rank between the skilled trades and the professional engineer or scientist. The increased requirements for skilled tradesmen and technicians have tended to reduce, at least relatively, the demand for semi-skilled assemblers and machine operators.

Management showed much interest in recruiting and training of skilled and technical manpower, were placing increased emphasis on the importance of training in the plant, and had wider recognition of the need for increased technical and vocational training facilities.

In the managers' view, young persons who want to enter skilled trades or advanced technical occupations should be helped in their choice of subjects to study, and encouraged to finish high school. The importance of mathematics and science in these occupations makes such higher education desirable.

Some of those interviewed were not aware of the training that is or might be given in technical and trade schools.

Apprenticeship and trade school training were important in the heavy industrial machinery, aircraft and automobile parts industries. Owing to the present rapid changes in the kinds of skill required in various occupations, the effectiveness of traditional apprenticeship training was regarded as doubtful.

More consideration should be given to the role of public training institutions in connection with apprenticeship.

Employers were almost unanimous in believing that more technical institutions were needed beyond the secondary school level to provide training for technicians and other highly trained specialists. Development of such institutions can help relieve pressure on the universities' facilities for training engineers.

Many employers thought well of the national certificates for technicians and other types of skilled manpower which had been obtained by many workers from the United Kingdom. Such certificates were held to be a help to an employer in judging the qualifications of prospective employees.

It was generally agreed that more mathematics and science teachers were needed in the secondary schools.

Acquisition of Skills Survey

During the summer of 1956 about 1,000 interviews were undertaken of qualified workers in five occupations: tool and die maker, sheet metal worker, senior draughtsman, electronic technician, and floor moulder. From 100 to 200 fully qualified workers or foremen were interviewed in each occupation.

The object of the interviews was to obtain information on the training and experience of each worker. "A detailed knowledge of how skilled workers have acquired their skills and what training they have undertaken will assist in providing new insights into future desirable changes in the nature of training, at least for these and similar occupations," the report says.

Among the "preliminary impressions" derived from these interviews was that Canadian-born workmen in these occupa-

tions have acquired their skill in a variety of ways, most commonly by informal training on the job, rather than through apprenticeship or other formal types of training.

Immigrants have generally had more formal training than Canadians, through apprenticeship or in technical institutions of various kinds.

Informal training methods seem to produce results more slowly than organized methods such as apprenticeship.

The newer and growing occupations, such as electronic technician and draughtsman, appear to require a higher degree of general education than the older occupations, with special emphasis on mathematics and science, and often with training in technical institutes more advanced than high schools.

Survey of Public Vocational and Technical Training Facilities

Information on Canada's vocational and technical training facilities was obtained from provincial authorities. Despite their co-operation it has not yet been possible to obtain a complete report. Further inquiries are planned.

"The returns submitted indicated that total annual expenditures on all branches of vocational and technical training have increased from approximately \$29,500,000

in 1951 to nearly \$41,500,000 in 1956; and that there has been substantial growth in all provinces except Prince Edward Island, Manitoba and Saskatchewan," the report states.

"Preliminary figures for enrolment for 1956 in full-time courses of those public schools and institutes which provide some form of vocational training totalled approximately 97,000, of whom about 37,000, or 38 per cent, were enrolled in industrial and technical courses as distinct from commercial, agricultural and homemaking courses.

"In addition there were 5,500 persons enrolled in provincial vocational correspondence courses, about 10,000 in special classes for indentured apprentices, and more than 30,500 in private trade schools."

Survey of Organized Trade Training Programs in Industry

In 1956 the Economics and Research Branch included a question on organized training in selected industries in its annual survey of working conditions. Nearly 7,500 establishments, usually employing more than 15 workers, were covered.

This survey showed that the proportion of establishments with organized trade training programs was greatest in public utilities, in which industry it was 34 per cent, followed by manufacturing with 29 per cent. Of all four industries covered—mining, manufacturing, transportation, pub-

lic utilities—manufacturing accounted for 89 per cent of all establishments reporting training programs.

In manufacturing there has been a fairly substantial increase in the number of establishments with organized trade training programs since 1951, the percentage in that year being 16 compared with 29 per cent in 1956.

In 1956, about half the manufacturing establishments with training programs were training fewer than five persons; only 9 per cent were training 25 or more.

Trends in Requirements and Supplies of Skilled and Professional Manpower

Requirements for skilled workers, it was found in a study conducted for the Gordon Commission, have expanded markedly, especially in the postwar years. Skilled workers amounted to 11 per cent of the labour force in 1931, and were estimated to be 16.3 per cent of the labour force in 1956. Shortages of skilled workers have characterized the postwar period in a number of years, particularly in 1947, 1948, 1951 and 1956.

The rapidly expanding requirements for skilled workers have not been matched by a comparable increase in the numbers available for training. The population aged 15 to 19 years—the time when most persons enter the labour force or begin specialized training—has remained practically unchanged for the past 20 years. Between 1955 and 1960, however, it is

estimated that there will be an increase of 340,000 in the number of young persons available for training.

Immigration has filled the gap to a considerable extent. Immigration during the years 1946-55 inclusive added some 108,000 skilled workers to Canada's labour force. This exceeds the number of persons graduating from all public training programs during recent years. Rapid increases are beginning to take place in the number of Canadian-born youth of training age. In order to obtain a larger supply of skilled manpower from this source it will be necessary to expand training programs. Immigration will continue to furnish some skilled workers, but it cannot be relied upon too much when demand for skilled workers is expanding in other countries also.

The Program for 1957

Last year's studies show the need for more information on the changing demand for different kinds of skilled and professional workers. Manpower changes which have already occurred, or which are expected during the next five or ten years, will be studied this year. Studies will also be made of changing job content in representative occupations.

Information will also be needed on changes in production methods and equipment, on the length of the training period required to qualify for different occupations, on the reasons for changes in occu-

pational requirements, and on new occupations that may be developing.

It is planned to conduct more interviews with competent workers on the same lines as last year in engineering, and possibly in a few other occupations. Information will be sought on the education and training of those engaged in engineering jobs in industry, and also on the kind of work they are doing. This will help to throw light on the sources from which industry obtains engineers, and the use it makes of them. It is hoped that such information will help in singling out from the work

usually done by professional engineers that which might be done by highly trained technical workers.

The review of existing training facilities which began in 1956 in co-operation with provincial departments will be continued.

Using statistical information available from the Census of Canada and the Department's survey of wage rates of selected occupations, an attempt will be made to obtain more comprehensive data

on occupational trends during the last few decades.

If resources permit it is planned to examine the training provisions contained in collective agreements, and to make some enquiries on what happens to students who drop out of various technical and vocational courses, and of the types of employment found by those who complete such training.

21st Annual Convention of the Newfoundland Federation of Labour

Almost entirely new executive elected, with only two vice-presidents from former board named to serve again. Ronald Smith is President

Four new officials and two incumbents were elected to guide the destinies for the next year of the Newfoundland Federation of Labour (CLC) at the 21st annual convention of the organization, held in St. John's in July. Thirty-six unions with a membership of some 20,000 were represented at the convention by 70 delegates.

Ronald Smith of Grand Falls became President. Serving with him will be: Alex Bannister, of St. John's, as Secretary-Treasurer; Philip Oliver, St. John's, Norman Reynolds, Bell Island, Doyle Sharpe, Buchans, and Peter Dicks, Corner Brook, Vice-presidents. The two officials re-elected were Messrs. Oliver and Sharpe.

More than 20 resolutions were considered by the convention, with particular emphasis being placed on those dealing with affiliation of independent unions, prices of fish and wages. In keeping with a request of the Canadian Labour Congress that the Federation change the time of year for its convention, it was resolved to hold the next convention at Corner Brook in September 1958. It will be known as the Third Convention of the Newfoundland Federation of Labour (CLC).

Mayor H. G. Mews of St. John's welcomed the delegates to the convention, while the provincial labour minister, C. H. Ballam—one of several guest speakers—praised the efforts made on behalf of labour by the retiring President and Vice-president, Frank Chafe and Cyril Strong, and urged them to continue advising the executive body of the Federation on matters of policy.

Responding to a committee suggestion that independent unions in Newfoundland be admitted to membership in the Federation, retiring President Chafe pointed out that there is no possibility of this occurring as unions wishing to affiliate with the Canadian Labour Congress must first affiliate with a national or international body, and the outside unions of the province do not meet with this provision of the CLC Constitution.

In the resolution on fish prices, the fishermen's federal labour union of Burin asked the Federation to find out why fish plants in Newfoundland pay less for fish and less for labour than plants on the Atlantic mainland, and urged that the Government be requested to launch an investigation into the matter.

Among other resolutions advanced by the delegates were those urging:

—The election of a political education committee to note the voting record of members of the Newfoundland House of Assembly and of the federal House of Commons;

—The limiting of time that one person can serve on boards set up by the government to deal with matters affecting labour (it was suggested that appointments in the future be limited to a period of not more than two years);

-That cooking be designated as a trade;

—That an investigation be made into medical fees charged in Corner Brook, which "have doubled in the past six years". (The Federation was asked to urge provincial authorities to investigate the

matter, and that copies of the resolution be sent to the Minister of Labour and the Leader of the Opposition);

—Establishment of a vocational school to train young men for other trades besides those of the paper making industry in Corner Brook;

—That the practice of vacations with pay enjoyed in other provinces be legislated to apply in Newfoundland, and that firms employing more than 200 persons be required to provide a proper pension plan.

The Federation heard L. K. Abbott, delegate from the Brotherhood of Railwaymen, complain that seamen in Newfoundland serving with Canadian National Steamships are still getting lower wages than those paid others serving with the railway, and asked the NFL to support these men in their claims if negotiations now under consideration with the railway fail to produce desired results.

A committee will be set up to approach the Newfoundland Teachers Association and the fishermen's federation in an attempt to persuade them to affiliate with the NFL. Andrew Cooper, international representative of the Carpenters, addressing the convention "deplored" the oversight of the Federation in failing to send invitations to international representatives to attend their sessions. He hoped the animosity of the Federation towards international organizations would disappear with the old executive.

G. M. Winter, President of the Newfoundland Board of Trade, told the convention:

"I am very happy to be present at this function. In my official capacity as president of the Board of Trade and in my individual role as a businessman, I consider it quite a distinction to be associated with this event. To my mind it is symbolical of the target that we are always aiming for, a mutual understanding of the problems that arise from time to time amongst us, and a sincere and earnest desire to solve them to our mutual satisfaction. Indeed, it is our earnest hope that the relationships so painstakingly built up in the past shall continue to grow stronger in the future."

First Ontario Conference on Aging

Conference objectives were to find out what problems of aging existed in the province and how to find solutions for them, and to provide an opportunity for those working in the field to discuss co-operation

Some 500 delegates assembled at the University of Toronto from May 31 to June 3 at the first Ontario Conference on Aging. Representatives from nearly all sections of society were present, including organized labour, various industrial concerns, religious organizations, educational authorities, voluntary and welfare organizations, the medical and nursing professions, community groups, and provincial and federal governments.

The objectives of the Conference were to find out what were the problems of aging in Ontario and how to find solutions for them; and to provide the opportunity for those working in the field to learn of each other's activities and to discuss future co-operation.

The Conference was sponsored by many voluntary organizations, religious bodies, professional associations and labour, business and industry, and was organized by a special conference committee from the many interested organizations with the

co-operation of the Department of University Extension of the University of Toronto.

All the many problems arising from the aging of our population were taken into consideration and discussed in considerable detail. Among the aspects discussed were aging and employment, counselling older people, pension plans, compulsory retirement plans and problems of the cost of living, nutrition and health, housing and living arrangements, community services, and care, treatment and rehabilitation in hospitals and homes.

The Conference was under the general chairmanship of Dr. J. D. Griffin, General Director of the Canadian Mental Health Association.

At the opening session, Dr. Malcolm Taylor of the Department of Political Economy, University of Toronto, discussed the effects of proposed health insurance plans on older people. He was followed by Dr. E. L. Bortz, Chief of Medical

Services, Lankenau Hospital, Philadelphia, who spoke on the challenge of an aging population. Dr. Bortz heads a scientific research team studying the biological aspects of aging.

Many suggestions were made to meet the various needs of our steadily aging population. Among these emphasis was given to the need for greater use of existing facilities for the training and re-training of older persons. It was explained that the difficulty of persons in the late 30's, 40's or 50's in obtaining employment might very well be alleviated with re-training for suitable employment.

Considerable attention was given to the problem of pensions and the obstacle they provided to the employment of middle-aged and older persons. In these discussions, Mrs. Barbara Shenfield of the University of Birmingham, England, explained that a joint statement had been issued by the insurance companies of Great Britain which showed that pension schemes need not be as prejudicial to the employment of older workers as was generally believed to be the case.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation and newly-appointed Chairman of the federal Government's Interdepartmental Committee on Older Workers, told the delegation that a study had been made of this specific problem under the aegis of this committee, and that a report would be forthcoming in the near future. The report, he hoped, would show ways and means of surmounting the obstacles to employment of older people presented by pension plans.

A great deal of discussion took place concerning compulsory and flexible retirement. It was stated that compulsory retirement plans were considered desirable by many employers for several reasons. Among the reasons given were that employee morale would suffer if promotions were delayed by postponed retirement, and technological improvements often reduced the need for manpower. Therefore, it was

considered more desirable to retire people than to lay off younger workers, and that compulsory retirement provided an objective without reflecting on the individual. This last reason was discussed at some length and it was felt by some of the delegates that compulsory retirement provided a "face-saving" device in that if all employees automatically went out at the same age there would be no reflection on their abilities. It was pointed out that in the case of flexible retirement, where some employees were retained and others were retired, it was a reflection on the ability of those who were retired at the normal age.

Some of the delegates felt that the time had arrived when the generally accepted normal age for retirement should now be advanced from 65 to 68, 69, or 70, rather than placing too much emphasis on flexible retirement.

The concensus of the delegates was that the conference had been a worthwhile endeavour in that it had stimulated widespread thinking on the many problems involved. A motion was passed urging that the organizing committee continue to operate as a body to implement the many resolutions put forward.

Planning of the conference was carried out under the direction of Mrs. Jean Good, Extension Department of the University of Toronto. The convenors of the various sessions were: Rev. Dr. L. F. Hatfield, General Secretary, Department of Christian Social Service, Anglican Church of Canada, cost of living and retirement income; W. S. Goulding, School of Architecture, University of Toronto, housing and living arrangements; Miss Hope Holmstead, Chairman, Senior Citizens' Committee, Ontario Division, Canadian Red Cross Society, community services; Markle, Director of Education and Welfare, United Steelworkers of America, employment, unemployment and retirement; Miss Mary B. Millman, School of Nursing, University of Toronto, care, treatment and rehabilitation in hospitals and homes.

Income received by paid workers in the form of wages, salaries and supplementary labour income is estimated by the Dominion Bureau of Statistics at \$1,263,000,000 in May. This was an increase of 3.8 per cent over the April figure of \$1,217,000,000 and a rise of 8 per cent over last year's May total of \$1,169,000,000.

In the January-May period, labour income increased 9.6 per cent to \$6,087,000,000 from \$5,556,000,000 a year earlier.

Increases were posted both in May and the January-May period for all main industry groups.

Industrial Fatalities in Canada during First Quarter of 1957

Deaths from industrial accidents* decreased by 142 from the previous three-month period. Of the 292 fatalities in the quarter, largest number, 57, occurred in construction; 54 recorded in transportation

There were 292† industrial fatalities in Canada in the first quarter of 1957, according to the latest reports received by the Department of Labour. This is a decrease of 142 fatalities from the previous quarter, in which 434 were recorded, including 60 in a supplementary list.

During the first quarter of 1957 there were six accidents which resulted in the deaths of three or more persons in each case. On January 14, a collision between a harbour pilot boat and a freighter in the Bay of Fundy cost the lives of three pilots and the four-man crew of the pilot boat. Five men employed on a construction job for the Ontario Hydro were drowned on January 12 at Gunn Lake, Ont., when the

truck in which they were crossing the lake broke through the ice and trapped them in the tarpaulin-covered back of the truck. At Welland, Ont., on January 30, five men died as the result of burns received when an electric furnace exploded at a steel foundry. On February 24 four fishermen were lost when the fishing vessel Bonnie Gale was wrecked during a heavy storm off the south coast of Nova Scotia.

There were two aircraft accidents which resulted in the deaths of three persons in each case. On January 22 a plane carrying the New Brunswick Minister for Municipal Affairs, the chief training officer for civil defence in the Maritimes and the president of a construction company were killed when the plane in which they were travelling crashed while on a flight between Fredericton and Moncton, N.B. The other accident occurred on February 15, near Ringwood, Ont., and resulted in the deaths of three construction contractors.

Grouped by industries (see chart p. 947), the largest number of fatalities, 57, was in construction. This includes 23 in buildings and structures, 19 in miscellaneous construction and 15 in highway and bridge construction. In the same period last year, 40 fatalities were recorded in this industry: 24 in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction. During the fourth quarter of 1956, 103 construction fatalities were listed: 47 in buildings and structures, 35 in highway and bridge construction and 21 in miscellaneous construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 54 persons: 21 in local and highway transportation and 15 in each of the steam railway and water transportation groups. For the same period of 1956, 46 deaths were reported: 24 in steam railways, 11 in local and highway transportation and eight in air transportation. Work injuries in this industry during the fourth quarter of 1956 were responsible for 59 deaths: 21 in steam railways, 19 in local and highway transportation and 13 in water transportation.

*See Tables H-1 and H-2 at back of book.

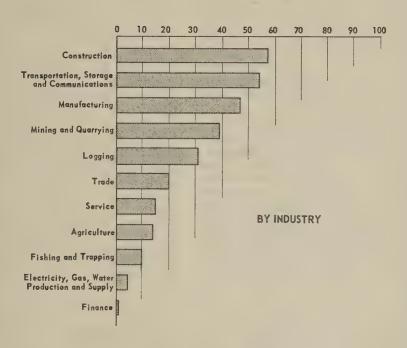
tThe number of industrial fatalities that occurred during the first quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 77 fatalities for which no official reports have been received.

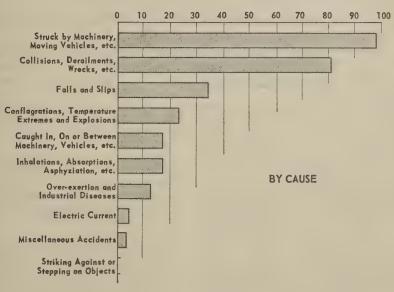
The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be ommitted from the Department's records because of lack of information in press reports.

INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1957





Source: Economics and Research Branch, Department of Labour.

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In manufacturing, industrial injuries accounted for 47 fatalities. Of these, 13 were in iron and steel, 10 in wood products and nine in transportation equipment. During the same period of 1956, 57 were recorded, of which 20 were in wood products, eight in iron and steel and six in each of the food and beverages and transportation equipment groups. Deaths as the result of work injuries during October, November and December 1956 cost the lives of 51 persons, including 12 in wood products and seven in each of the following groups: food and beverages, paper products, iron and steel and non-metallic mineral products.

Mining accidents caused the deaths of 39 persons during the quarter, 20 occurring in metalliferous mining, 13 in non-metallic mining and six in coal mining. In the same period last year, 50 fatalities were recorded in this industry. These included 33 in metalliferous mining, nine in non-metallic mining and eight in coal mining. During the fourth quarter of 1956, 92 deaths were reported: 46 in coal mining, 36 in metalliferous mining and 10 in non-metallic mining.

Accidents in the logging industry resulted in the deaths of 31 persons during the first quarter of 1957, a decrease of 22 from the 53 that occurred during the previous three months. In the first quarter of last year, 40 lives were lost in this industry.

An analysis of the causes of these 292 fatalities (see chart p. 947) shows that 98 (34 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 14, was caused by "automobiles or trucks", 12 by "falling trees or limbs", and 11 by "landslides or cave-ins". In the classification "collisions, derailments, wrecks, etc.", 81 fatalities were recorded. These include 42 as a result of automobile or truck accidents, 19 involving watercraft and 10 tractor or loadmobile accidents. "Falls and slips" were responsible for 34 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 102. In British Columbia there were 50, in Quebec 45 and in Alberta 33.

During the quarter there were 137 fatalities in January, 92 in February and 63 in March.

2nd Fair Practices and Human Rights Conference Held by Winnipeg Unions

Delegates call for strengthening of Manitoba's fair practices laws and for action by federal Government against racial discrimination in housing and immigration. More than 100 delegates in attendance

More than 100 persons attending the Second Fair Practices and Human Rights Conference in Winnipeg heard labour speakers call for the strengthening of fair practices laws in Manitoba and action by the federal Government to deal with racial discrimination in housing and immigration. The Conference was arranged by the Manitoba Labour Committee for Human Rights and the Canadian Labour Congress Education Department. Delegates represented affiliated locals of 16 unions in Winnipeg and surrounding areas.

Opening speaker at the Conference, Sid Blum, Director of the Jewish Labour Committee of Canada, and a member of the CLC Standing Committee on Human Rights, charged that racial and religious discrimination are still prevalent in Canada,

and that people in many areas are denied equality of treatment and opportunity in employment, housing and public accommodation.

Within only the past few months, Mr. Blum stated, local Human Rights Committees in Toronto, Vancouver and Winnipeg had filed complaints against some 30 firms or employment agencies for violation of provincial or federal fair employment practices acts.

"Even an instrument of the federal Government such as the Immigration Act contains discriminatory provisions which bar prospective newcomers to Canada solely on grounds of race, creed, or colour," Mr. Blum said. "Canadian citizens of Japanese or Chinese ancestry who wish to bring over close relatives from Asia

have to undergo restrictions and prohibitions imposed by our Government which affects no other Canadian citizen," Mr. Blum said.

"The first prerequisite to the effectiveness of anti-discrimination laws in Canada is proper administration," he declared. "A good law badly administered is worse than no law or a weak law well administered. The labour movement has continually urged that Citizens Advisory Committees be set up in connection with fair practices legislation, and that the government department administering the Fair Practices Acts initiate a positive program of education to inform the public of the principles and provisions of its anti-discrimination laws. So far, only the federal Department of Labour has instituted such a program, if only on a small scale."

Delivering the address at the banquet, Russell Lasley, Chicago, Vice-president of the United Packinghouse Workers of America, urged labour organizations to work in the community to let the rest of the world know what they were doing to break down discrimination.

Course leaders and resource persons at the Conference who helped to conduct the three workshop groups were Harry Waisglass of the United Steelworkers, M. Rygus, of the Machinists; W. Ladyman, I.B.E.W.; Gordon Wilkinson, Prairie Region Education Director of the CLC; B. H. Hardie of Ottawa and J. S. Gunn of Winnipeg, federal Department of Labour; Prof. Clarence Barber, University of Manitoba; C. A. Patrict, Director of Public Welfare, City of Winnipeg; and Lloyd Lenton, Welfare Council of Greater Winnipeg.

At the closing general session of the Conference on Sunday, reporters from the three workshops presented reports of the discussions in their respective groups. Reg Slocombe, Business Agent, Transit Train-

men, reporting for the "Union and Human Relations" workshop, said his group recognized that democracy in Canada fails in many respects to ensure to the individual the rights which democracy theoretically confers upon him. The group reached the conclusion, reported Mr. Slocombe, that it was not sufficient for the union to concern itself with the fight for equal rights within the plant. Matters that affect the person in the community outside of the plant should also be the concern of the union.

Reporting for the workshop on Immigration, Les Butterworth, Business Agent, Federation of Civil Employees, said that the group thought that some essentials in an immigrant's becoming a good citizen were: a feeling of loyalty to Canada; adjusting to the language and social system of Canada; and participating in community activities and accepting responsibilities as a citizen of the community.

William Brown, of the Canadian Brotherhood of Railway Employees, reported for the third workshop on Fair Employment Practices Legislation. He praised the Department's representatives, Messrs. Hardie and Gunn, for giving the group "excellent" examples of actual cases processed by the Government under its antidiscrimination laws, and a "good idea" of the procedure to be followed in trying to remedy unfair and discriminatory employment practices. Mr. Brown reported that the federal Government had received some 25 complaints under the fair practices legislation and most of the complaints had been satisfactorily settled. The group felt that any infractions in fair employment practices should be brought to the attention of the local union and labour council officers and they should take the proper steps to correct these infractions.

Productivity, Earnings, Costs and Prices

No definite conclusion as to whether wage increases cause price rises reached in report by U.S. Department of Labor covering period 1947-56

No definite conclusion as to whether the rise in prices during ten post-war years has been induced by wage increases, or vice versa, can be drawn from data contained in a report, Productivity, Earnings, Costs and Prices in the Private Non-Agricultural Sector of the Economy, 1947-56, issued by the Bureau of Labour Statistics,

U.S. Department of Labor. This was made clear by the Bureau in a statement issued a few days after release of the report.

The report, which was first issued on May 13, was the subject of an article in the New York Times which led to strong controversy. The writer of the article, Edwin L. Dale, Jr., asserted that, although "the

report refuses to say directly that excessive wage increases have 'caused' the price increases" during the last decade, it "strongly implies" that this has been the case. He added that "the Government had never put its weight on either side of the argument before now".

A few days later Mr. Dale's interpretation was challenged by Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, in a letter to the Times. Mr. Clague said that "we do not believe our report implies" what Mr. Dale had said it did. He went on to say: "Mr. Dale's conclusion in effect overlooks the strong factors of demand which were dominant for most of the post-war period, which he himself refers to later on in the article. This conclusion also fails to give proper weight to the importance of the increase in non-labour costs during the period."

Just after Mr. Clague's letter was published, the AFL-CIO's Executive Council issued a strong protest against Mr. Dale's article, and accused him of "manipulating" the Labor Department's report. The Council said: "We call upon the Secretary of Labor to speak out publicly on this issue. We urge him to explain his Department's report and to sweep away the distortion of that report, which have received widespread attention within the past several days." It added that "the letter sent to the New York Times by the Commissioner of Labor Statistics is not a sufficient or adequate explanation." The Secretary of Labor did not respond to this request.

However, a revised issue of the report was published on May 29. This issue contained a statement to the effect that "the revisions are incorporated to avoid misinterpretation of the trends discussed in the statement. The trends shown in the original have not been revised."

Some extracts from the revised report follow:

—The answer to the question of whether the wage increases cause the price increase or vice versa cannot be determined from the figures alone. There are many factors, including specific market conditions, which affect the wage and price structure. The figures are useful in comparing prices with unit labour and non-labour costs. By

inference this relationship in turn helps explain changes in the proportion of labour versus non-labour payments.

—Between 1947 and 1956 average hourly earnings of all employees (wages and salaries) increased by 59 per cent. If one adds to earnings the contributions of employers for social security, private health and insurance funds and similar supplemental payments, then total compensation per hour increased by slightly more than 61 per cent.

-During the post-war period the consumer price index-reflecting the prices of goods and services purchased with the income received by labour—increased by about 22 per cent. If an adjustment is made to earnings for the increase in the consumer price index, in order to convert money earnings to real earnings with constant purchasing power, then the increase in real earnings per hour was about 30 per cent, and including employer contributions, close to 33 per cent.

—The table indicates that the increase in output per employee man-hour between 1947 and 1956 was about 26 per cent, less than the increase in real earnings during the same period, regardless of the inclusion or exclusion of the supplements to wages and salaries. It is important to note, however, that between 1947 and 1952 real product per man-hour increased more than real hourly earnings (excluding supplements). By 1953 real earnings had nearly caught up with the increase in productivity, they remained in line through 1955, and it was not until 1956 that real earnings appeared to have definitely exceeded productivity. Real earnings, including supplements, overtook productivity somewhat earlier and have remained ahead since 1954.

A table included in the report gives the "Indexes of Labor and Non-Labor Payments Per Dollar of Real Product, Prices Real Product Per Man-Hour, Employees Compensation per Hour in Current and Constant Dollars, Private Non-Agricultural Sector of the Economy, 1947-56".

There are also charts on "Trends in Productivity and Hourly Compensation" and "Trends in Prices and Costs per Unit".

The Government Employees Compensation Branch received 1,372 accident claims in June, 46 fewer than in June 1956.

In the January-June period of 1957, the Industrial Accident Prevention Associations of Ontario recorded 13,424 compensation cases, compared with 13,042 for the same period in 1956.

State's Pilot Rehabilitation Program

New York explores possibilities of rehabilitating state's "permanently and totally" disabled with encouraging results that justify further investigations. Building of new Ontario compensation centre begins

The possibilities of rehabilitating New York State's "permanently and totally" disabled have during the past two years been explored jointly by the State Departments of Health, Social Welfare and Education.

In 1955 about 40,000 persons between 18 and 65 years of age in New York State were receiving public assistance under the heading of "Aid to the Disabled" and nearly 20,000 new cases were being added each year. This increasing burden of support provided the stimulus for a pilot project to test the value of intensive rehabilitation for dependent disabled adults.

It was estimated in 1955 that about 4 per cent, or 800 of the newly admitted cases had disabilities which were amenable in some degree to rehabilitation; and it was towards the restoration, as far as possible, of this 4 per cent to physical and financial independence that attention was directed.

The project was designed to allow an estimate to be made of the extent to which disabled welfare recipients could benefit from rehabilitation, and to provide a means of estimating the cost of a continuous program of this kind, the staff and hospital facilities needed, the social and economic benefits to the recipient and his family, and the ultimate financial saving to the taxpayer from such a program.

The State Department of Health provided comprehensive facilities at a state rehabilitation hospital at greatly reduced charges. The Vocational Rehabilitation Division of the Department of Education contributed the services of a vocational counsellor and a social worker to help in the examination and after-care of patients, and local welfare departments were encouraged to help in screening and recommending patients for treatment.

Patients recommended were re-examined by the medical staff of the Rehabilitation Hospital to determine their capacity for rehabilitation. If accepted they were given a thorough examination by another staff of specialists to estimate the degree to which they could be restored, and to plan treatment to suit the individual case. The treatment given centred round retraining in the activities of daily life, and special training for the kind of work to which the patient was best suited.

The project formally began in April 1955. By the end of 1956, a period of 21 months, 200 patients had been admitted to the Rehabilitation Hospital and 130 of these had been discharged. An analysis of the first 100 patients discharged from the program gives an idea of the results that may be expected.

It was found by the staff of the Rehabilitation Hospital that at the time of their discharge 73 per cent of the patients had improved during their stay. Of the 100 patients, 23 had improved markedly; that is, they had in a large measure become able to take care of themselves, and many were accepted by the Bureau of Vocational Rehabilitation for occupational training.

Moderate improvement was found in 36 of the patients; 14 had improved slightly, 25 patients showed no improvement as a result of treatment; and two had died while in the hospital. At the time of admission 43 patients had been bedridden and 32 had been able to walk with or without help. On discharge nine were bedridden and 67 were able to walk.

On admission 60 of the patients were considered to be unemployable, and seven were considered capable of taking full-time independent employment. On discharge the number considered unemployable had been reduced to 36, and 18 were deemed capable of independent, full-time employment.

Considering that these patients had been described as "permanently and completely disabled" before admission, the sponsors feel that the results obtained with this group are encouraging, and that they justify further investigations.

* * *

Construction has begun on a \$5,500,000 Ontario Workmen's Compensation Board hospital and rehabilitation centre in North York, which Hon. Charles Daley, Ontario Minister of Labour, says will be the most modern physical medicine plant on the continent.

Women Increase Role in Labour Force

Women's Bureau publication describes increasingly important role in Canada's labour force played by women but, newspaper correspondent points out, they still lag behind sisters in United Kingdom and U.S.

"Women in Canada are playing an increasingly important role in the labour force of the country, but they still lag behind their sisters in the United Kingdom and the United States."

This statement was made by Tania Long, New York Times correspondent, in an article based on Women at Work in Canada, a fact book prepared by the Women's Bureau, whose publication was announced this summer (L.G., June, p. 686).

One-fourth of Canada's labour force is composed of women. At the turn of the century the figure was one-tenth, while in 1956 the total was 23.3 per cent. This compared with 32.7 in Britain and 32.1 per cent in the United States.

Since 1956 there has been another rise in the number of Canadian women at work. At the end of the year, 24 per cent of the labour force of some 5,741,000, or 1,390,000, were women.

In 1941, one married woman in 20 was working. By 1951, more than one in 10 had jobs. That trend began in World War II and is still continuing.

Figures for 1956 show that 51 per cent of the female labour force was single, against a percentage of 80.7 per cent in 1931, while 38.7 were married, against 10.1 per cent in 1931, and 10.3 per cent were divorced or separated, compared with 9.2 per cent in 1931.

In Britain and the United States the figures were higher. Where in 1951 Canada had 11.2 per cent of the married female population at work, Britain had 21.5 per cent and the United States 26.7 per cent.

Drawing its own conclusions from the report, the Canadian Bank of Commerce comments that the outlook in Canada is not hopeful as regards equal pay for women, the *Times* article states.

(The Bank's Commercial Letter does add, however, that the spread of the equal pay principle and increased promotion and professional opportunities will have their influence on the average level of women's remuneration.)

The Women's Bureau's handbook itself states that an important factor in the existing differential between men's and women's wages is that the number of available women workers in relation to job openings is usually higher than in the case of men.

* * *

Social security benefits that can now be obtained by employees in private households in the United States are described in a pamphlet, "Good News For Household Workers", recently published by the U.S. Department of Health, Education and Welfare.

The 16-page pamphlet, in colour, with easy-to-read text and cartoon-type illustrations, was designed to inform cooks, maids, laundresses and other domestic workers about old-age, survivors, and disability insurance benefits.

Employees who work in or about private households are building social security insurance for themselves and their families if they are paid \$50 or more cash wages in a calendar quarter of a year. The household employer must report these wages and send the social security tax to the District Director of Internal Revenue at the end of each calendar quarter.

* * *

Women lawyers should and can make important contributions towards maintaining the leadership position enjoyed by the United States, in the opinion of Mrs. Alice K. Leopold, assistant to the U.S. Secretary of Labour for Women's Affairs.

"New and underdeveloped countries," says Mrs. Leopold, "have turned to the U.S. for leadership" and "...women lawyers in the United States by their own achievements can show to the world's new nations what women can do in a free society... Through training a lawyer is especially fitted for positions of leadership in the movements of human progress."

50 Years Ago This Month

Marked increase in cost of living in decade between 1897 and 1907 is noted in survey undertaken by Civil Service Association. Cost of living of 5-member low-income family rose 34 per cent in the ten years

An investigation into the cost of living, in which costs in 1907 were compared with those of 1897, was undertaken in June 1907 by the Civil Service Association in order to obtain material for submission to a royal commission that was inquiring into the working of the Civil Service Act. The findings of this investigation were the subject of a special article in the August 1907 issue of the Labour Gazette.

"Though the inquiry was limited in the main to the City of Ottawa and surrounding district," the article said, "the results, in view of the comprehensive nature of the methods adopted, are of more than local interest." Besides the cost of living the inquiry covered wages, hours of work, rents and interest rates; and the source of information consisted of "local storekeepers, real estate agents, large employers of labour, etc., every effort being made to secure absolute accuracy of quotation". A system of weighting, or "weighing" as the article called it, was used.

"In connection with the investigation into retail prices a list was compiled of the commodities entering most prominently into cost of living," the article pointed out. "...The list, though not minute, was regarded as thoroughly representative of average consumption...The table contains in all comparative quotations for 364 commodities.

"On the whole a marked increase is shown to have gone into effect, no less than 578 of the quotations showing an increase, while 75 denote that no change has taken place, and only 10 that a reduction has been made," the summary states. The most important decline was in gas, which was 25 per cent lower, and in electric lighting, which was 52 per cent lower in 1907 than in 1897. Coal oil was 25 per cent higher, coal 11 per cent and wood about 30 per cent higher at the end than at the beginning of the decade.

The cost of living, based on what was considered a typical weekly budget for a family of five with an income of \$750 a year, was reckoned to have risen 34 per cent between 1897 and 1907. In the case of a family whose living expenses were \$2,000 or more a year, the advance was found to be 28 per cent; and in the case

of families living on \$1,200 a year, 30 per cent.

Rents in Ottawa showed an increase ranging from 25 to 36 per cent, according to the study. It was also stated, however, that "in certain quarters of the city the advance has been as high as 50 per cent, though in the chief workingman's quarter the rate of advance was only 12 per cent."

Real estate prices and building costs were said to have increased about 20 per cent and 45 per cent respectively during the period, while taxes, as a result of increased assessments, had risen 29 per cent. "The rate for board and lodging shows a corresponding advance," the article adds.

The table showing comparative wage rates and hours of labour, which was published with the article, indicated that wages had risen during the decade by from 20 to 100 per cent, "those in the most important classes ranging from 25 to 50 per cent.

"Domestic servants were stated to receive 50 per cent more in 1907 than in 1897, the rapidly increasing wage paid to female workers in mica picking, garment making, match and other factories having depleted the market of almost all available labour."

Examples given in the table of wages paid at the beginning and at the end of the period included: farm hands, \$180-190 a year in 1897 to \$240-\$300 in 1907; in mica mining: foremen, \$1.60 and \$2.50 per day respectively; drillers, \$1.35-\$1.50 to \$2.00 a day; splitters in mica factories (girls), 25-35 cents to 50 cents-\$1 a day respectively; in construction: stonecutters, 33½ cents an hour in 1897 and 44 cents in 1907; bricklayers, 25 cents and 47 cents an hour respectively, carpenters, \$1.50-1.75 to \$2.25 a day, labourers, 12½ to 25 cent an hour respectively.

Changes in hours worked had occurred chiefly in the construction industry, where hours had been 59 a week for nearly all trades in 1897, while in 1907 they had dropped to 50 a week; and in the printing industry, where in 1897 weekly hours had ranged from 48 to 60, and in 1907 had fallen to 48 to 54.

In nearly all other industries, hours were still 60 a week in 1907, as they had been in 1897.

INTERNATIONAL LABOUR ORGANIZATION

ILO Conference Adopts Five New International Labour Instruments

Convention on forced labour, Convention and Recommendation on weekly rest in commerce and offices, and Convention and Recommendation on protection and integration of indigenous people approved by delegates

The 40th International Labour Conference, which was in session in Geneva, Switzerland, from June 5 to June 27, inclusive, accomplished the following:

—Adopted five new international labour instruments: a Convention on Forced Labour, a Convention and Recommendation on the Protection and Integration of Indigenous People, and a Convention and Recommendation on Weekly Rest in Commerce and Offices;

—Took preliminary action with a view to final discussion next year of four other instruments, a Convention and a Recommendation concerning Conditions of Employment of Plantation Workers, and a Convention and Recommendation on Discrimination in the Field of Employment and Occupation;

—Adopted resolutions on the abolition of concentration camps and the deportation of national minorities, methods of wage payment, debt bondage and serfdom, abolition of anti-trade union laws, mine safety, women's work, workers' education, housing, non-metropolitan territories, hours of work, disarmament, testing of nuclear weapons, and use of nuclear energy for peaceful purposes;

—Heard a panel discussion on the subject "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint" (see below);

-Noted more than 40 new ratifications of ILO Conventions;

—Examined a report on the manner in which member countries are applying ILO conventions;

—Adopted a budget of \$7,972,901 for 1958. (Canada's contribution to this total will be 3.56 per cent, compared with 25 per cent

by the United States, 10.24 per cent by the United Kingdom, 10 per cent by the USSR, or a total of approximately \$284.000):

—Elected 30 new members to the ILO Governing Body, among them Claude Jodoin, President of the Canadian Labour Congress, and W. A. Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited;

—Paid solemn tribute to the memory of Albert Thomas, first ILO Director, on the occasion of the 25th anniversary of his death:

—Saw what amounted to the expulsion of the delegates from Hungary from the Conference;

—Heard changes in the ILO regulations which allowed for the re-appointment indefinitely of David A. Morse as Director-General of ILO (L.G., July, p. 838).

More than 900 delegates, advisers and observers from 73 member countries and 10 territories gave the conference a record attendance.

Debate on Director-General's Report Dr. G. V. Haythorne

"My statement will consist largely of a few general observations on technological change, some comments on recent developments in Canada which may be of interest to the Conference, and finally a few remarks about current and future ILO activities," said Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, who headed the Canadian delegation, in the debate on the report of ILO Director-General Morse.

"We are glad to see that the Director-General has stressed the point that 'automation is only one form of technological



-J. Kernan, Geneva

Canadian delegates to 40th International Labour Conference (left to right): W. A. Campbell, employer delegate; Dr. G. V. Haythorne, head of delegation and government delegate; Paul Goulet, government delegate; Claude Jodoin, worker delegate.

change'. Although the developments and problems associated with automation tend to get the headlines, we should not forget that other forms of technological change are and may in the future be just as important in many industries, many communities and many parts of the world. Between the most advanced types of automatic equipment and the simplest handicraft operations there are many intermediate stages. Each of these stages may be appropriate to a given set of circumstances; each may stimulate economic progress; each may present problems of adjustment of one kind or another.

"Automatic processes have been and are being introduced in Canada in a number of areas—in telephone communications, in the development of hydro-electric power, in the production of petroleum and chemical products, in the manufacture of automobile components, in newsprint and many other products. Railways, life insurance companies, large wholesale firms and some large corporations in other fields have begun to use electronic office equipment on a large scale, and in view of the extraordinary amount of paper work and the almost insatiable demand for information

in modern society there is little doubt that this development will gain momentum.

"These technological changes have been occurring in Canada at an increasing tempo in recent years. They have had a significant effect on total employment, but there has been little evidence of hardship to individual workers. Such unemployment as we have had in the last decade has been due chiefly to temporary interruptions in our economic growth, to trade fluctuations, or to seasonal variations. Little could be traced to the effects of technological change.

"Moreover, it seems unlikely that the spread of the newer automatic processes will be so swift and of such magnitude as to create major unemployment problems in the years immediately ahead.

"An optimistic view of the effects of technological change on employment can be more easily supported, as the Director-General has suggested, in an environment of economic expansion, such as Canada and many other countries are experiencing. Especially under such conditions, the number of workers displaced at any time by technological change is likely to be small relative to the number of new jobs being created. This has been our experience.

With the rapid expansion of population, production and employment in the postwar period, the problems for workers who must find new jobs with the advent of new technology are reduced, compared with what they would be in a more static economy or in periods of heavy unemployment.

"Labour shortages, with their tendency to increase labour cost, have been among the pressures that have impelled industry

to adopt labour-saving devices.

"On the other hand, the most acute labour shortages in Canada during the past few years—shortages of professional workers, highly-skilled technicians, and some types of skilled tradesmen—are in part a result of technological change itself and must therefore be looked upon as a factor limiting the rate of industrial growth.

"This is one of the problems with which we are concerned in Canada and about which I would like to make a few

comments.

"No one can predict with certainty the precise way in which technological developments will affect individual jobs. Some developments will reduce, while others will increase, for example, skill requirements. On one thing, however, most observers agree. The increase in industrial research, the new and intricate products being developed, the greater effort devoted to designing, inspection and quality control, the increasing complexity of machinery, are bound to increase the demand for engineers and scientists, for highly skilled workers of various types, including technicians and tradesmen."

Dr. Haythorne then told of the Department's research program, undertaken on the recommendation of the Vocational Training Advisory Council, that is attempting to assess the effects of technological developments on skill requirements and the need for technical and vocational training, to analyze the changing requirements for skilled technical manpower, and to review the facilities for training skilled workers and technicians.

"Some significant findings are beginning to emerge from this research program,"

hè continued. "They suggest, for example, that shortages of skilled technical and professional workers are likely to continue in Canada for at least another five years; that in many fields there is a rapidly expanding demand for technicians with a better grounding in mathematics and science; that more technical training facilities are needed, particularly on a postsecondary school level; and that new techniques are required for integrating formal education and industrial training and experience. These and other results obtained from the program of research will, it is hoped, provide employers, workers and government agencies with a more realistic picture of the important changes taking place in industry.

"With a better understanding of what is happening there is more likelihood of constructive and co-ordinated action on the part of all interested groups with respect to the training and retraining of workers and to the shifts in manpower that will be associated with technological and other changes in industries in the future.

"By and large, Canadian unions have accepted technological changes, including the various forms of automation, as a necessary and on the whole beneficial ingredient of an increasing standard of living for everyone. Their concern, like that of the unions in other countries, has been to assist workers to obtain a share of the increased output that increasing productivity makes possible and to protect their members against undue hardships resulting from employment dislocations."

Recognizing this concern of the unions, many Canadian employers have taken steps, through collective negotiations and other ways, to increase employment and income security, Dr. Haythorne said. As examples he cited the development of supplemental unemployment benefit and severance pay plans and changes in seniority arrangements designed to provide greater employment opportunities within the enterprise for workers whose jobs are eliminated. Hours of work have been reduced and the number of paid holidays

Canadian delegation to the 40th International Labour Conference **->

Seated (left to right): Miss Edith Lorentsen, government adviser; W. A. Campbell, employer delegate; Dr. G. V. Haythorne, head of delegation and government delegate; Claude Jodoin, worker delegate; Max Wershof, substitute government delegate; Paul Goulet, government delegate; Miss Mildred Moody, stenographer. Standing (same order): H. E. Campbell, worker adviser; Eric Acland, government adviser; Kalmen Kaplansky, worker adviser; W. E. Wilson, government adviser; Joseph Parent, worker adviser; W. J. McNally, employer adviser; E. P. O'Connor, worker adviser; J. R. Kimpton, employer adviser; George Hutchens, worker adviser; F. W. Purdy, employer adviser; S. D. Chutter, employer adviser; G. R. Carroll, government adviser; C. W. George, employer adviser; Harry Jay, government adviser; and H. T. Pammett, secretary to the delegation. (Photo, J. Kernan, Geneva)



and length of paid vacations increased, partly as a result of technological changes.

"One aspect of the Director-General's Report has struck me rather forcibly," he went on. "He has brought out clearly the interest of the ILO in such problems as automation, the industrial use of atomic energy, the need to establish an atmosphere of confidence in labour-management relations and the need for more consideration of manpower in all its aspects. All these problems have had and will have a tremendous impact and influence in the field of employment. But before we can really appreciate the effects we must concern ourselves with the problems. All of them have a common denominator, inasmuch as they are complicated problems requiring extended study, which study can be expedited by thorough examination and also discussion. They should not, it seems to me, be approached—at least at this stage -from the angle of the formulation of detailed international instruments."

If after study and discussion some form of international instrument appeared suitable, Dr. Haythorne hoped it would command a large measure of support; but if some other type of action were considered more effective, he hoped this would be approved.

"But the main thing is that we should not be rushing ahead on the assumption that we must have Conventions or Recommendations at any cost. It is true that some advance study is given now to background considerations in the law and practice reports, but these are based on the assumption that an instrument of some kind will ultimately emerge and this very assumption tends to put some of our discussions into a strait-jacket.

"I am not satisfied that our participation in this debate provides us with the best basis on which to build a program of items to be discussed at future ILO Conferences. Understandably, while there is some opportunity for us to pick up one another's ideas in the debate, the opportunity is relatively limited. We have little or no opportunity to state our points of agreement or disagreement or to develop them further with the object in mind of perhaps achieving a synthesis. This might be done in smaller, less formal, groups similar to our Conference committees but without their prime object of reaching a Convention or Recommendation. The essential task of such less formal groups of committees would be discussion, in which the end result would be a thorough examination of the problem at hand rather than the acceptance of a majority point of view.

"Somewhere between the formal type of debate in which we are now participating and the lively encounters which characterize the framing of the ILO texts there must surely be a place for close, searching and objective examination of these broad complex problems with which we are all faced."

Rt. Hon. Iain Macleod

The Minister of Labour and National Service for the United Kingdom, the Rt. Hon. Iain Macleod, opened his remarks to the Conference by recalling words expressed by the late director of the ILO office from its foundation in 1919 until his death in 1932, Albert Thomas, who described the task of ILO as: "To maintain our goodwill, our sense of social progress and our faith in the ideals of justice and peace, and to keep these ideals sure, intense and lively . . . so that they may be the dominating factors in our organization."

Turning to the theme of the conference, Mr. Macleod noted that public interest in automation in the United Kingdom was suddenly aroused a little more than a year ago.

Two reasons, he felt, accounted for this sudden interest. First, it was caused by reports of automatic developments in other countries, and secondly because new automatic equipment was being introduced in U.K. automobile factories coincident with a slight recession in employment, which showed itself most clearly in the auto industry itself.

"Overnight, almost," said Mr. Macleod, "automation became news. Our newspapers—or some of them—printed every scrap of news that could remotely be linked with automation and a flood of questions in the House of Commons urged the Government to set up a Ministry of Automation and to pass special legislation for the 'robot age'.

"Fortunately, the employers' organizations and the trade union movement, the two great partners in industry, remained—as usual—very calm. The Government had already foreseen as early as 1954 the need for an objective survey of available knowledge and experience, and had arranged for the Department of Scientific and Industrial Research to prepare a report

"Although it was prepared by a government department, it was not a policy statement. The idea of it was simply to present the facts to people, and when it came out I put it before my National Joint Advisory Council, on which representatives of the employers' organizations,

the trade unions and the great nationalized industries sit....

"The setting out of the facts as we know them, discussion and further examination of the problems, calmed the earlier fears of automation. There is only an occasional rumble now heard, and it is months since I was asked a question in Parliament on this subject. So now we can discuss this fascinating subject objectively and clearlyWe can, through the actions of governments, employers and trade unions, put facts and indeed fears in their proper perspective, can investigate the problems and point the way to their solution..."

Mr. Macleod felt that investigation into the realms of automation must continue. That pattern is being followed in the United Kingdom by the Government. Mr. Macleod believed that all governments should conduct surveys on automation since "it is one of their primary tasks to promote research in this field".

George P. Delaney

George P. Delaney, United States worker delegate, said in part:

"....The increased use of automation and the rapid developments taking place in all fields of technology are emphasizing old problems and causing many new ones. Indeed, the social, political and economic institutions of the world are feeling the impact of the new industrialization.

"We face a time of great promise in which all men can enjoy more of the good things of life than ever before. We in the ILO bear a great responsibility for insuring that the time will come to pass when our great opportunities and our high hopes are fulfilled. Therefore, it is entirely appropriate that we should discuss and seek solutions for the specific problems attending automation.

"But this is not enough, for mankind needs more than the increased productivity of material goods which flows from new automatic factories. Of what value are more and bigger refrigerators to a man who is not free; to a man who lives in constant fear for his family's safety; to a man who cannot speak his mind; who is subject at any time of the day or night to deportation to a forced labour camp; who cannot organize into a free trade union; and who has lost the right to strike? Of what value is any material thing to a man who has lost his liberty, his dignity, his essential human rights, and is indeed a slave of tyranny?

"I speak of these things today for a very special reason. A few minutes ago in New York City the United Nations released what I feel sure will become one of the historic documents in the history of the world. It is the United Nations Special Committee's report on the Problems of Hungary....The Committee was established to investigate, in the words of the General Assembly, 'the situation created by the intervention of the USSR, through its use of armed force and other means, in the internal affairs of Hungary'.

"I do not believe there is a person in this hall who can fail to have the deepest interest in this document, for it sets forth in clear, complete and precise terms an account of naked and brutal tyranny more dreadful than anything the world has ever seen."

Mr. Delaney gave a full report on the USSR actions in Hungary as described in the United Nations report.

He then commented on the Soviet government delegate's complaint that the Forced Labour Committee was being "unfair" to him, and on his "unctuous" talk of peace and concord among all peoples while he must have known before any of the delegates the facts disclosed by the United Nations.

"How long have we to listen to such prattle? How long do we propose to allow member states of the ILO to violate at will every principle of this organization and yet come here and give us lip service and boast about ratification of conventions?

Mr. Delaney then proposed that the ILO take steps to influence member states to give meaning to "our vital objective" of freedom of association. "If full freedom is to be achieved for both workers and employers, states must accede to the Twentieth Century necessity of permitting international organizations to conduct special inquiries within their own sovereign areas," he said.

"Just as international inspection is the only real safeguard of effective disarmament, so it would insure freedom of association for workers. And it would make the Freedom of Association Convention of 1948 and 1949 something more than just dead pieces of paper, for they can then become true international instruments, guaranteeing basic human rights to the workers of all lands."

Alfred John Gibb

The Australian employer delegate to the Conference, Alfred John Gibb, speaking on the general theme, automation, said: "In Australia, as in most other countries, this technological evolutionary process appeared to be getting out of perspective, and we in industry could readily see that

CYRIL PHELAN

Tribute by George V. Haythorne, Government Member, ILO Governing Body

All who knew Cyril Phelan well are aware of the many outstanding contributions he made to the ILO, both during the years he was a member of the staff of our Canadian Department of Labour and later when he was Director of the Canada Branch of the International Labour Organization.

His unexpected passing was particularly sad since he had made plans and was looking forward eagerly to attend the International Labour Conference again

this year.

His enthusiasm for life, his keen mind, his deep concern for human values and his many contributions in the fields of both employment and industrial relations will long be remembered.

the only solution was to educate the trade unions, the workers and the public as to

what was really going on."

With the help of the government, and particularly with the assistance and influence of the Minister of Labour and National Service, Mr. Holt (President of the Conference), Mr. Gibb declared, "we were able to get together with the Australian Council of Trade Unions and analyze in a calm, sane, sober atmosphere this 'new' thing called 'automation'."

The Ministry of Labour Advisory Council issued a statement on automation which was unanimously agreed to by all parties, he said, and which had the effect of sweeping aside all the fears that had been falsely raised in the minds of the workers and others. "Accordingly, automation is no longer a matter of controversy in Australia because all those who should know are informed as to the facts."

W. A. Campbell

Canadian employer delegate W. A. Campbell said that it was the general feeling of Canadian employers that automation was an "evolutionary process rather than a revolutionary one. We are of the view that if its advantages are not seized it will seriously impair the competitive position of many Canadian companies.

"We are of the view that in the main the processes and methods of organizing production referred to as automation will upgrade labour. It will diminish the requirement for muscle power and will enhance the use of those genuinely human qualities of judgment and brain power.

"From our studies we feel that the utilization of automation will be a gradual process which will permit adequate arrangements to be made for any required retraining or redevelopment of the work force."

J. Ernest Wilkins

U.S. Government delegate J. Ernest Wilkins said the problem was one of ensuring

that vastly increased production just beyond the horizon is equitably shared—that working people benefit from the increased productivity of which they are made capable by capital goods which are placed in their hands—that consumers are equitably and justly treated so that the price of the things they buy are kept stable, and that Management gets its necessary share of the increased productivity so that capital investment can continue to be made for the benefit of all.

"If people are to benefit from the industrial and technological improvements of our age, their economic development must be accompanied by the development of free, democratic and effective social and political institutions," he declared.

Resolutions Adopted

The Conference adopted eight resolutions on subjects not on the agenda. They were as follows:

Freedom of trade union activity—The text calls on all ILO members to abolish laws restricting the free exercise of trade union rights. The resolution was adopted by 89 votes in favour, 56 against, and 26 abstentions.

Safety in mines—The resolution calls on all mining countries to insist on strict observance of safety regulations, with special reference to the standards drawn up by the ILO. It was adopted by 165 votes in favour, none opposed and two abstentions.

Tripartite committee on women's work.

—By a vote of 140 to 17, with 28 abstentions, the Conference requested the Governing Body to convene a tripartite committee to deal with the specific problems of women workers.

Workers' education—The Conference, by a vote of 162 to three, with nine abstentions, hoped that the Governing Body would expand the ILO's work in the field of workers' education.

Housing construction—A resolution asking the Governing Body to arrange for more intensive study, jointly with the United Nations, of national short-term and long-term housing programs, and to consider placing the subject on the agenda of the Conference was adopted by 135 in favour, 38 against, and one abstention.

Application of conventions in non-metropolitan territories—This resolution called for an analysis of the influence of existing ILO constitutional provisions on the application of conventions in non-metropolitan territories. It was adopted by 152 to zero, with no abstentions.

Hours of work—This resolution, which asked the Governing Body to arrange for a general discussion of the question of hours of work at the next ordinary session of the Conference, was adopted by a vote of 126 in favour, 13 against, and 17 abstentions.

Disarmament, the testing of nuclear weapons, and the use of nuclear energy for peaceful purposes—Under this heading the Conference hoped that the work of the United Nations Disarmament Commission and its subcommittee might move steadily forward to relieve the fears of the peoples of the world, to lift the existing burden of armaments in the interests of economic development, and to permit the use of atomic energy for peaceful purposes exclusively. The resolution was adopted by 168 to zero, with 39 abstentions.

Panel Discussion

Under the chairmanship of U.S. Secretary of Labour James P. Mitchell, an informal discussion was held on labour-management relations, a theme being developed by ILO Director-General David A. Morse, for the purpose of providing delegates to the conference with an opportunity to exchange views on an important topic.

Subject of the discussion was: "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint." Canada's participants in the discussion were: Dr. G. V. Haythorne, government delegate; W. A. Campbell, employer delegate; and Claude Jodoin, worker delegate.

The discussion did not lead to adoption of conclusions or resolutions in any form whatsoever. (For a summary of statements made by the Canadian delegates, see the article following.)

Elections to Governing Body

Canada, one of 10 countries holding permanent seats on the Governing Body of ILO, did not participate in the election for three year terms of the 30 elective members of the 40-member group. Canada's representatives on the Governing Body are:

For the employers, W. A. Campbell; for the workers, Claude Jodoin.

Hungarian Delegates

In a series of votes on challenges to the tripartite delegation from Hungary, the Conference voted:

To turn down objections to the government credentials by 94 in favour of the objection, 88 against, and 52 abstentions, the objection failing for lack of a two-thirds majority;

To refuse to admit the Hungarian employer delegate and adviser by a vote of 141 in favour of the refusal to seven against, with 35 abstentions;

To refuse to admit the worker delegate and adviser by a 141 in favour of the refusal and five against, with 20 abstentions.

After the first vote denying admission to the Government delegates, the Hungarian Government immediately withdrew its worker and employer delegates as well. Josef Mekis, the Deputy Minister of Labour, sent a letter announcing the withdrawal because of "slanderous and inadmissible attacks" on Hungary's delegates.

The Hungarian employer and worker delegates had been taking part in the Conference from June 5, until June 26, when the decision not to admit them amounted in fact to expelling them.

Canadian Participation

Canadian delegates were appointed to various ILO committees during the conference as follows:

Claude Jodoin and W. A. Campbell, deputy members of the Governing Body of ILO and members of the Selection Committee; Dr. G. V. Haythorne, chairman and reporter of Finance Committee of Government Representatives; W. A. Campbell, F. W. Purdy, S. D. Chutter, Claude Jodoin, Resolutions Committee; W. A. Campbell, C. Willis George, F. W. Purdy, George Hutchens, Committee on Forced Labour; W. Allan Campbell, deputy member, Committee on the Application of Conventions and Recommendations; E. P. O'Connor, W. A. Campbell, W. J. McNally, J. R. Kimpton, Committee on Weekly Rest; Joseph Parent, Committee on Indigenous Populations; Kalmen Kaplansky, W. A. Campbell, J. R. Kimpton, Committee on Discrimination.

Text of Convention Concerning the Abolition of Forced Labour

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fortieth Session on 5 June 1957, and

Having considered the question of forced labour, which is the fourth item on the agenda of the session, and

Having noted the provisions of the Forced

Having noted the provisions of the Forced Labour Convention, 1930, and
Having noted that the Slavery Convention, 1926, provides that all necessary measures shall be taken to prevent compulsory or forced labour from developing into conditions analogous to slavery and that the Supplementary Convention on the that the Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery 1956, provides for the complete abolition of debt bondage and serfdom, and

Having noted that the protection of Wages Convention, 1949, provides that wages shall be paid regularly and prohibits methods of payments which deprive the worker of a genuine possibility of terminating his em-

ployment, and

Having decided upon the adoption of further proposals with regard to the aboli-tion of certain forms of force or compulsory labour constituting a violation of the rights of man referred to in the Charter of the United Nations and enunciated by the Universal Declaration of Human Rights, and Having determined that these proposals shall take the form of an international

Convention

adopts this twenty-first day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labour Convention, 1957:

Article 1

Each member of the International Labour Organization which ratifies this Convention undertakes to suppress and not to make use of any form of forced or compulsory labour-

(a) as a means of political coercion or education or as punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system;

(b) as a method of mobilizing and using

labour for purposes of economic develop-

(c) as a means of labour discipline;

(d) as a punishment for having participated in strikes;

(e) as a means of racial, social, national

or religious discrimination.

Article 2

Each member of the International Labour Organization which ratifies this Convention undertakes to take effective measures to secure the immediate and complete abolition of forced or compulsory labour as specified in Article 1 of this Convention.

Text of Convention Concerning Weekly Rest in Commerce and Offices

The General Conference of the International Labour Organization.

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fortieth Session on 5 June 1957, and

Having decided upon the adoption certain proposals with regard to weekly rest in commerce and offices, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international

Convention, adopts this twenty-sixth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Weekly Rest (Commerce and Offices) Convention, 1957:

Article 1

The provisions of this Convention shall, in so far as they are not otherwise made effective by means of statutory wage fixing machinery, collective agreements, arbitration awards or in such other manner consistent with national practice as may be appropriate under national conditions, be given effect by national laws or regulations.

Article 2

This Convention applies to all persons, including apprentices, employed in the following establishments, institutions or administrative services, whether puble or private:

(a) trading establishments;

(b) establishments, institutions and administrative services in which the persons employed are mainly engaged in office work, including offices of persons engaged in the liberal professions;

(c) in so far as the persons concerned are not employed in establishments referred to in Article 3 and are not subject to national regulations or other arrangements concerning weekly rest in industry, mines, transport or agriculture—

(i) the trading branches of any other

establishments;

(ii) the branches of any other estab-lishments in which the persons-employed are mainly engaged in office work;

(iii) mixed commercial and industrial establishments.

Article 3

1. This Convention shall also apply to persons employed in such of the following establishments as the Member ratifying the Convention may specify in a declaration accompanying its ratification:

(a) establishments, institutions and ministrative services providing personal

services:

(b) post and telecommunication services;

(c) newspaper undertakings; and

(d) theatres and places of public entertainment.

2. Any Member which has ratified this Convention may subsequently communicate to the Director-General of the International Labour Office a declaration accepting the obligations of the Convention in respect of establishments referred to in the preceding paragraph which are not already specified in a previous declaration.

3. Each Member which has ratified this Convention shall indicate in its annual reports under article 22 of the Constitution of the International Labour Organization to what extent effect has been given or is proposed to be given to the provisions of the Convention in respect of such establishments referred to in paragraph 1 of this Article as are not covered in virtue of a declaration made in conformity with paragraphs 1 or 2 of this Article, and any progress which may have been made with a view to the progressive application of the Convention in such establishments.

Article 4

1. Where necessary, appropriate arrangements shall be made to define the line which separates the establishments to which this

separates the establishments to which this Convention applies from other establishments.

2. In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Convention applies, the question shall be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, where such exist, or in any other manner which is consistent with national law and practice.

Article 5

Measures may be taken by the competent authority or through the appropriate machinery in each country to exclude from the provisions of this Convention:

(a) establishments in which only members of the employer's family who are not or cannot be considered to be wage earners are employed;

(b) persons holding high managerial posi-

Article 6

1. All persons to whom this Convention applies shall, except as otherwise provided by the following Articles, be entitled to an uninterrupted weekly rest period comprising not less than 24 hours in the course of each provided of seven down. period of seven days.

2. The weekly rest period shall, wherever possible, be granted simultaneously to all the persons concerned in each establishment.

3. The weekly rest period shall, wherever possible, coincide with the day of the week established as a day of rest by the traditions or customs of the country or districts.

4. The traditions and customs of religious minorities shall, as far as possible, be respected.

Article 7

- 1. Where the nature of the work, the nature of the service performed by the establishment, the size of the population to be served, or the number of persons employed is such that the provisions of Article 6 cannot be applied, measures may be taken by the competent authority or through the appropriate machinery in each through the appropriate machinery in each country to apply special weekly rest schemes, where appropriate, to specified categories of persons or specified types of establishments covered by this Convention, regard being paid to all proper social and economic considerations. considerations.
- 2. All persons to whom such special schemes apply shall be entitled, in respect of each period of seven days, to rest of a total duration at least equivalent to the period provided for in Article 6.
- 3. Persons working in branches of establishments subject to special schemes, which branches would, if independent, be subject to the provisions of Article 6, shall be subject to the provisions of that Article.

Any measures regarding the application of the provisions of paragraphs 1, 2 and 3 of this Article shall be taken in consultation with the representative employers' workers' organizations concerned, where such

Article 8

1. Temporary exemptions, total or partial (including the suspension or reduction of the rest period), from the provisions of Articles 6 and 7 may be granted in each country by the competent authority or in any other particles of the competent authority or in any other particles. manner approved by the competent authority which is consistent with national law and practice:

(a) in case of accident, actual or threatened, force majeure or urgent work to premises and equipment, but only so far as may be necessary to avoid serious interference with the ordinary working

of the establishment;

(b) in the event of abnormal pressure of work due to special circumstances, in so far as the employer cannot ordinarily be expected to resort to other measures; (c) in order to prevent the loss of perish-

able goods.

2. In determining the circumstances in which temporary exemptions may be granted in accordance with the provisions of subparagraphs (b) and (c) of the preceding paragraph, the representative employers' and workers' organizations concerned, where such exist, shall be consulted.

3. Where temporary exemptions are made

in accordance with the provisions of this Article, the persons concerned shall be granted compensatory rest of a total duration at least equivalent to the period provided for under Article 6.

Article 9

In so far as wages are regulated by laws and regulations or subject to the control of administrative authorities, there shall be no reduction of the income of persons covered by this Convention as a result of the application of measures taken in accordance with the Convention.

Article 10

1. Appropriate measures shall be taken to ensure the proper administration of regulations or provisions concerning the weekly rest, by means of adequate inspection or otherwise.

2. Where it is appropriate to the manner in which effect is given to the provisions of this Convention, the necessary measures in the form of penalties shall be taken to ensure the enforcement of its provisions.

Article 11

Each Member which ratifies this Convention shall include in its annual reports under article 22 of the Constitution of the International Labour Organization:

(a) lists of the categories of persons and the types of establishment subject to special weekly rest schemes as provided for in Article 7; and

(b) information concerning the circumstances in which temporary exemptions may be granted in accordance with the provisions of Article 8.

Article 12

None of the provisions of this Convention shall affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention.

Article 13
The provisions of this Convention may be suspended in any country by the govern-ment in the event of war or other emergency constituting a threat to the national safety.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15
1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the

Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which

ti is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph exercise the right of denunciation paragraph exercise the right of denunciation are recorded for in this Article will be bound. paragraph exercises the right of definition of provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 17

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into

Article 18

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 19

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides-

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 16 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 21

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Weekly Rest in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fortieth Session on 5 June 1957, and Having decided was the state of the sta

Having decided upon the adoption of certain proposals with regard to weekly rest in commerce and offices, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Weekly Rest (Commerce and Offices) Convention,

adopts this twenty-sixth day of June of the year one thousand nine hundred and fifty-seven the following Recommendation, which may be cited as the Weekly Rest (Commerce and Offices) Recommendation, 1957:

Whereas the Weekly Rest (Commerce and Offices) Convention, 1957, provides for weekly rest in commercial establishments and offices and it is desirable to supplement the provisions thereof;

The Conference recommends that the following provisions should be applied:

1. The persons to whom the Weekly Rest (Commerce and Offices) Convention, 1957. applies should as far as possible be entitled to a weekly rest of not less than 36 hours which, wherever practicable, should be an uninterrupted period.

2. The weekly rest provided for by Article 6 of the Weekly Rest (Commerce and Offices) Convention, 1957, should, wherever practicable, be so calculated as to include the period from midnight to midnight and should not include other rest periods immediately preceding or following the period from midnight to midnight.

3. Special rest schemes provided for by Article 7 of the Weekly Rest (Commerce and Offices) Convention, 1957, should

ensure-

(a) that persons to whom such special schemes apply do not work for more than three weeks without receiving the rest periods to which they are entitled; and

(b) that, where it is possible to grant rest periods of 24 consecutive hours, rest periods comprise not less than 12 hours of uninterrupted rest.

4. (1) Young persons under 18 years of

age should, wherever practicable, be granted an uninterrupted weekly rest of two days.

(2) The provisions of Article 8 of the Weekly Rest (Commerce and Offices) Convention, 1957, should not be applied to young versions under 18 years of age. persons under 18 years of age.

5. In any establishment in which the weekly rest period for any of the persons employed is other than the period established by national practice, the persons concerned should be notified of the days and hours of weekly rest by means of notices nosted up conspicuously in the establishment posted up conspicuously in the establishment or other convenient place, or in any other manner consistent with national law and practice.

6. Appropriate measures should be taken to ensure the maintenance of such records as may be necessary for the proper administration of weekly rest arrangements and in particular of records of the arrangements made with respect to-

(a) persons to whom a special weekly rest scheme applies in accordance with the provisions of Article 7 of the Weekly Rest (Commerce and Offices) Convention 1957;

(b) persons to whom the temporary exemptions provided for in Article 8 of the Weekly Rest (Commerce and Offices) Convention, 1957, apply.

7. In cases in which Article 9 of the Weekly Rest (Commerce and Offices) Convention, 1957, is inapplicable because wages are not regulated by laws and regulations or subject to the control of administrative authorities, provision should be made by collective agreements, one otherwise the control of the co collective agreements or otherwise to ensure that the application of measures taken in accordance with the Convention does not result in reduction of the income of persons covered by the Convention.

Panel Discussion on Government's Role in Labour-Management Relations

Canada's government, employer and worker delegates at International Labour Conference chosen to lead off discussion; each makes statement

In his preamble to the panel discussion on the role of government in labourmanagement relations, Dr. G. V. Haythorne, Government delegate and head of the Canadian delegation to the 40th International Labour Conference, noted that there was a change he would like to make in the title of the discussion.

It had been announced that the title would be, "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint". Dr. Haythorne read: felt the title should Government in the Role of of Labour-Management Relations: Canadian Approach."

"We favour the latter wording," he said, "since the former implies that labourmanagement relations need improving, whether in fact they do or not. It further suggests that the Government might be expected to take an active part in bringing about such improvement wherever it is desired. In Canada we say the responsibility for improvements in relationships between Labour and Management where such are needed rest essentially with the parties themselves."

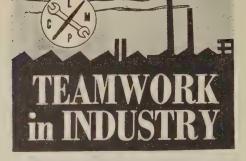
Speaking as one of the panelists, Dr. Haythorne said, in part:

"Our conception in Canada Government's role in the field we discussing is essentially one of assisting in the development of sound relations between Labour and Management. Such assistance can be provided in many ways. On a broad but vital plane, it covers the establishment of law and order, the protection of basic rights, such as freedom of speech and freedom of association and the provision of measures to aid in developing the country's human and physical resources including the creation of a general atmosphere favourable to economic and social advancement.

"This broad area of government assistance, in our view, also includes the enactment of legislation on such matters as labour standards, factory inspections and social security.

"On a narrower plane government assistance to labour-management relations covers the enactment of legislation and the drawing up of regulations with respect to certain aspects of collective bargaining, the provision of adequate conciliation services to assist in the settlement of labour-management disputes where such services are required, and the conduct of inquiries, research and educational activities in the labour field...."

(Continued on page 991)



Early in 1956, the Disher Steel Division of Dominion Structural Steel Limited felt the need for a reliable employer-employee information channel. To provide this vital link the company, in co-operation with the unions, Locals 721 and 743, International Association of Bridge, Structural and Ornamental Iron Workers, CLC, and Local 790 of the Hoisting and Operating Engineers, organized a joint labour-management committee.

A senior management representative has said that the committee's purpose is to facilitate discussions between labour and management on ways and means to improve production efficiency. There is common agreement that the committee has fulfilled the role intended for it.

Commenting on joint consultation in the plant, A. B. Lockley, Assistant General Manager, said:

"There has been developed through this committee a feeling of team spirit and that employees have been given an opportunity to share some of the company's problems with management. A number of ideas have been received which would not have normally been forthcoming through regular supervisory levels.

"We believe that our safety program has received considerable impetus from discussions held in our LMPC meeting. The LMPC has also provided a splendid opportunity for allocation of responsibility with regard to employees' social and recreational activities."

Speaking on behalf of the unions, H. Gerrard, Chief Steward of Local 743, International Association of Bridge, Structural and Ornamental Iron Workers, said:

"We personally feel as a whole that much has been accomplished at these meetings. As a result of this the men have become more interested in the progress of the company which leads to better understanding between labour and management."

* * * *

As a part of a labour-management committee drive to promote greater safety and better plant housekeeping, a large safety bulletin board has been erected at the New Toronto metal can plant of the Continental Can Company of Canada.

Describing the board and its purpose Personnel Supervisor N. C. Tompkins said:

"The main message on the board is changed daily. We have found this to be a most effective medium of communication with our employees. Also shown on the centre part of our news board is a record of accident-free days where the employees can learn the accident situation both in their own department and for the plant as a whole. On the left-hand side of the board results of the good housekeeping contest are shown. It is an interdepartmental competition and each department is attempting to reach the 'Top of the Totem Pole' indicating success in their good housekeeping effort.

"Accident prevention activities in the plant have hit a new level of development since active participation of union officers and committee men commenced earlier this year. A general plant safety committee and a foreman's safety committee are in operation and a highly effective program of co-ordination has been developed between the two committees to eliminate hazards

and unsafe work practices.

"The committee's most successful efforts to date have been all-out drives to improve footwear protection and to provide better eye protection on some jobs. Plant employees have co-operated in excellent fashion to improve their own type of footwear because of the dangers of cuts from tin strips and scrap.

"All accidents in the plant are investigated thoroughly. A committee from management, supervision, and the plant committee, along with the injured employee and his foreman, review any injury which might require attention by a doctor."

The President of Local 4025, United Steel-workers of America, CLC, said that his union is eager to co-operate in the safety work and is pleased with the work the new committee is doing in the plant.

Through the efforts of the labour-management committee at the St. Maurice Chemicals Limited, Varennes, Quebec, a series of English courses has been started for plant employees. Each lecture is two hours in length and a total of 20 lectures will be given in each course.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings Before The Canada Labour Relations Board

The Board met for two days during The Board issued 13 certificates designating bargaining agents, ordered three representation votes, and rejected two applications for certification. Board also rejected one application for provision for final settlement of differences concerning the meaning or violation of a collective agreement. During the month, the Board received eight applications for certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Northspan Uranium Mines, Elliot Lake, Ont. (L.G., July, 1957, p. 842).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Quebec Television (Canada) Limited, Quebec, Que. (L.G., June, 1957, p. 712). 3. Seafarers' International Union of North

America, Canadian District, on behalf of a unit of unlicensed employees employed aboard tugs and barges operated by Branch Lines Limited, Sorel, Que. (L.G., June, 1957, p. 712).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Bayswater Shipping Limited, Brockville, Ont.

(L.G., July, 1957, p. 842).

5. Building Service Employees' International Union, Local 298, on behalf of a unit of cleaners and charwomen employed by Northern Cleaning Agencies, Inc., Montreal, in the cleaning of premises occupied by the Canadian Broadcasting Corporation at three locations in Montreal (L.G., July, 1957, p. 843).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the Alexander Leslie, operated by Lake Erie Navigation Company Limited, Walkerville, Ont. (L.G.,

July, 1957, p. 843).

7. Canadian Merchant Service Guild. Inc., on behalf of a unit of deck officers employed aboard vessels operated by Abitibi Power & Paper Company, Limited, Port Arthur, Ont. (L.G., July, 1957, p. 843).

8. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Eastern Canada, Stevedoring Co. Ltd. at Toronto (L.G.,

July, 1957, p. 843).

9. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Cullen Stevedoring Company Limited at Toronto (L.G., July, 1957, p. 843). 10. International Brotherhood of Long-

shoremen, Local 1817, on behalf of a unit of longshoremen employed by Caledon Terminals Limited at Hamilton (L.G., July,

1957, p. 844). 11. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Hamilton Shipping Company, Limited, at Hamilton (L.G., July, 1957, p. 844).

12. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Yorkwood Shipping and Trading Company Limited at Hamilton (L.G., July, 1957, p. 844).

13. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Eastern Canada Stevedoring Co. Ltd. at Hamilton (see applications received, below).

Representation Votes Ordered

1. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, applicant, and Norton Motor Lines, Stoney Creek,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the admin-istrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Ont., respondent (L.G., July, 1957, p. 843). (Returning Officer: A. B. Whitfield).

- 2. Seafarers' International Union of North America, Canadian District, applicant, and Northern Transportation Company Limited, Edmonton, respondent (L.G., July, 1957, p. 844) (Returning Officer: D. S. Tysoe).
- 3. Seafarers' International Union of North America, Canadian District, applicant, and Yellowknife Transportation Company Limited, Edmonton, respondent (L.G., July, 1957, p. 844) (Returning Officer: D. S. Tysoe).

Applications for Certification Rejected

1. United Steelworkers of America, applicant, and Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent. The application was rejected for the reason that it was not supported by a majority

of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., July, 1957, p. 841).

2. International Union of Mine, Mill and Smelter Workers, applicant, and Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., July, 1957, p. 841).

Application under Section 19 of Act Rejected

The Board refused an application of the Association of Atomic Energy Technicians and Draftsmen, Local 165, American Federation of Technical Engineers, for a provision for the final settlement, without stoppage of work, of differences concerning

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in

the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories: two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario: three officers resident in Toronto confine their activities to Ontario: three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

the meaning or violation of the agreement between the union and Atomic Energy of Canada Limited, Chalk River, Ont., (L.G., July, 1957, p. 844). The Board stated that the arbitration procedure contained in the existing agreement appeared adequate for the final settlement, without stoppage of work, of all differences between the parties concerning the meaning or violation of the agreement, as required by Section 19(1) of the Act.

Applications for Certification Received

- 1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Northern Freightways Limited, Dawson Creek, B.C. (Investigating Officer: D. S. Tysoe).
- 2. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Algom Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).
- 3. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Eastern Canada Stevedoring Co. Ltd. at Hamilton (Investigating Officer: F. J. Ainsborough).
- 4. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).
- 5. General Truck Drivers' Union, Local 938, International Brotherhood of Team-

- sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ottawa Transportation Co. (1945) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).
- 6. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of the National Harbours Board employed at Port Colborne, Ont. (Investigating Officer: F. J. Ainsborough).
- 7. Pacific Western Airlines Pilots' Association, on behalf of a unit of pilots employed by Pacific Western Airlines Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).
- 8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of McNeil Transport Limited, Montreal (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

- 1. International Union of Mine, Mill and Smelter Workers, applicant, and National Harbours Board, Port Colborne, Ont., respondent (L.G., July, 1957, p. 843. The application was later re-submitted—see above).
- 2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Northern Freightways Limited, Dawson Creek, B.C., respondent (the application had been received earlier in the month—see above).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

- 1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172 and seven other International Unions (Conciliation Officer: J. S. Gunn).
- 2. Clarke Steamship Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette).

- 3. Eastern Canada Stevedoring Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette).
- 4. United Keno Hill Mines, Elsa, Yukon Territory, and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).
- 5. Shipping Federation of British Columbia, Northland Navigation Company Limited and International Longshoremen's and Warehousemen's Union, Locals 505 and 509 (Conciliation Officer: G. R. Currie).
- 6. National Harbours Board, Port of Montreal, and Seafarers' International

Union of North America, Canadian District (Conciliation Officer: R. Trepanier).

7. Westward Shipping Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

Settlements Reported by Conciliation Officer

- 1. Maple Leaf Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).
- 2. Ogilvie Flour Mills Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).
- 3. Hill the Mover (Canada) Limited, Ottawa, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Feb., p. 176).
- 4. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Duquette) (L.G., May, p. 574).
- 5. Radio Station CHRS, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

Conciliation Boards Appointed

- 1. Bicroft Uranium Mines Limited and United Steelworkers of America (L.G., July, p. 845).
- 2. Greyhawk Uranium Mines Limited, and International Union of Mine, Mill and Smelter Workers (L.G., July, p. 845).
- 3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., July, p. 845).
- 4. Canadian National Railways (Canadian National Newfoundland Steamship Service), and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 845).
- 5. Commercial Cable Company, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 845).

Conciliation Boards Fully Constituted

- 1. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Faraday Uranium Mines Limited, Bancroft, and Local 1006, International Union of Mine, Mill and Smelter Workers (L.G., June, p. 713) was fully constituted in June with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Alexander Harris, and Kenneth Woodsworth, both of Toronto, who were previously appointed on the nomination of the company and union respectively.
- 2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Atomic Energy of Canada, Chalk River, and Atomic Energy Allied Council (L.G., June, p. 713) was fully constituted in June with the appointment of Mr. Eric G. Taylor as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation, from the other two members, E. Macauley Dillon, Q.C., and Donald R. Walkinshaw, Q.C., both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received During Month

- 1. Canada Steamship Lines Limited (Montreal Terminals) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., p. 63). The text of the report is reproduced below.
- 2. Eastern Air Lines, Inc. (Traffic Division), and International Association of Machinists (L.G., June, p. 713). The text of the report is reproduced below.

Settlements Following Board Procedure

- 1. Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and Oshawa Electric Railway) and Brotherhood of Railroad Trainmen (L.G., Feb., p. 177).
- 2. Canada Steamship Lines Limited (Montreal Terminals) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (see above).

Report of Board in Dispute between

Canada Steamship Lines Limited (Montreal Terminals)

Brotherhood of Railway and Steamship Clerks, Freight Handlers, **Express and Station Employees**

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canada Steamship Lines Limited (Montreal Terminal) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of H. Carl Goldenberg, Esq., QC, Chairman; Prof. J. C. Weldon, nominee of the bargaining agent; Clifford Howard, Esq., QC, nominee of the em-

Proceedings before the Board opened in Montreal on November 30, 1956. Following a preliminary presentation of the case, the Chairman, with the approval of the other members, requested the parties to resume collective bargaining with a view to narrowing the area of disagreement between them. The Chairman placed his services at the disposal of the parties to this end. The parties accepted the Chairman's proposal.

As a result of the resumption of negotiations, the parties have narrowed the area of disagreement to the following matters, on which the Board now reports. In so reporting the Board has due regard to the fact that this is the first agreement between the parties with respect to the classification of employee concerned.

1. Working Hours

The union requests a $37\frac{1}{2}$ -hour week for office staff and a 50-hour week, during the navigation season, for shed staff. company offers a 40-hour week for office staff and a 55-hour week for shed staff. The union submits that since present working hours for office employees are $37\frac{1}{2}$ and 41 on alternate weeks, the company's proposal would actually increase working

The Board recommends as follows:

A. The work week Monday through Sunday shall consist of 40 hours per week for the following departments, except in those cases where a shorter work week is presently

Office Staff—General Office, Billing Office, Steamship Forwarding Office, Inward Office, Timekeepers Office, and Shed Office.

B. The work week Monday through Sunday shall consist of 55 hours per week for the following departments:

shed staff, foremen, maintenance men, stevedores, and assistant foremen.

The present existing hours of work during the non-operating navigational season shall continue.

2. Overtime Rates

The company submits that overtime should be paid at pro rata rates while the union requests payment on the basis of time and one-half. Although cognizant of the fact that time and one-half for overtime is tending to be the pattern in industry generally, the Board also takes cognizance of the fact, that the employees concerned in the present dispute are monthly-rated employees who have hitherto not been paid overtime and is of the opinion that the company should be given an opportunity to adjust its operations in order to avoid overtime if possible.

Accordingly, the Board recommends as

For office employees as listed above, overtime shall be paid extra at pro rata rate for all hours worked in excess of 40 hours per

For shed employees as listed above, over-time shall be paid extra at pro rata rate for all hours worked in excess of 55 hours week.

The overtime rate shall be obtained by dividing the monthly rate by 173 in the case of office employees as listed above and by 239 in the case of shed employees as listed above.

3. Promotion

The company submits that decisions on promotion should rest with the officer in charge of the specific operation. union requests a right of appeal from such decisions.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canada Steamship Lines Limited (Montreal Terminals).

The Board was under the chairmanship of H. Carl Goldenberg, OBE, QC, who was appointed by the Minister on the joint recommendation of the other two members, Clifford Howard, QC, and Dr. John Weldon, nominees of the company and union respectively.

The report was signed by the Chairman and Dr. Weldon. Mr. Howard was unable to sign because of illness.

The text of the report is reproduced

here.

The Board concurs with the union and recommends as follows:

Promotions shall be based on ability, merit, and seniority; ability and merit being sufficient, seniority shall prevail. The officer of the company in charge will be the judge subject to appeal to the Personnel Manager.

4. Annual Vacations with Pay

The company's offer with respect to annual vacations with pay is considered unsatisfactory by the union because such vacations would largely be taken in the winter. The Board must, however, take cognizance of the nature of the company's operations.

Accordingly, the Board recommends as follows:

Employees shall be granted annual vacations with pay on the following basis:

After completion of six months' service —1 week in winter

After completion of one year's service

-2 weeks in winter After completion of five years' service

—1 week in winter
—1 week during navigation

or

-- 3 consecutive weeks in winter

After completion of ten years' service

—2 weeks in winter —1 week during navigation

After completion of fifteen years' service or more

-2 weeks during navigation -1 week in winter

5. Employee Privileges

The union requests the insertion of clauses in the collective agreement under which the company will bind itself to continue certain privileges presently enjoyed by the employees, including pass privileges, eligibility to participate in the company's pension plan, and participation in the annual bonuses when such are granted, the whole as has been the practice of the company in the past. The company objects to the inclusion of such clauses.

The Board makes no recommendation in this regard, it being understood that existing privileges of general application will be continued and that there will be no discrimination in connection therewith against the employees concerned in the present dispute.

6. Wages

The union requests an increase of 15 per cent in rates of pay effective from the date of its demand. The company submits that in accordance with its established practice all employees have already received varying increases for 1956. While denying the validity of the wage increase demanded, the company further submits that any increase should in any event become effective only on the date of the signing of the collective agreement.

Considering the delays which have already occurred since the commencement of negotiations between the parties, for which neither party is solely responsible, the Board recommends as follows:

The rates of pay of the employees covered by this agreement shall be increased retroactive to April 1, 1957, by 11 per cent less such increases as the said employees or any of them have already received since January 2, 1956.

Since it has been submitted to the Board that existing job classifications do not necessarily reflect the duties and responsibilities of the respective positions, the Board recommends that the parties proceed jointly with a proper job evaluation in order that appropriate classifications may be established.

The Board further recommends for the consideration of the parties that future negotiations covering the employees concerned in the present dispute be integrated, if possible, with the negotiations covering the other employees of the company represented by the union.

The whole respectfully submitted this 5th day of June, 1957.

(Sgd.) H. CARL GOLDENBERG, Chairman.

(Sgd.) J. C. WELDON,

Member.

The right of employers who belong to a multi-employer bargaining group to lock out their employees as a defence against a "whipsawing" strike of the employees' union against one employer member of the group has been upheld by a recent decision of the United States Supreme Court.

Certain decisions of lower courts had previously held that such defensive lockouts were unlawful. However, the Supreme Court's decision makes it clear that a lockout is lawful only in the particular case that it is being used as a weapon against a union's whipsawing tactics. The Court points out that its decision is not concerned with lockouts which have been held illegal because they were intended to defeat the efforts of a union to organize, or because they aimed to destroy or undermine bargaining representation, or to evade the obligation to bargain.

Report of Board in Dispute between

Eastern Air Lines Inc. (Traffic Division) and

International Association of Machinists

The Board of Conciliation which you established to deal with the matters in dispute between the above-cited parties and which was composed of Mr. Justice André Montpetit, as Chairman, of Mr. Raymond Caron, advocate, as the employer's representative, and of Mr. Roger Provost, as the Association's representative, wishes to submit hereunder its recommendations.

Following various meetings, the parties hereto having reached agreement on 22 out of 25 articles of a proposed draft collective agreement, your Board was seized with the following three issues:

- (A) scale of wages and effective date;
- (B) union security;
- (C) termination clause.

—A—

The Association's request, as to wages, is that the employer should be called upon to pay wages equal to those it pays in the United States to its senior agents, agents and porters (hereunder referred to as "clerical employees").

The employer's counter-proposal is that the said employees are entitled to fair and reasonable wages, due consideration being given to the rates paid in Canada for comparative jobs, but not equal to those which it pays in the United States.

It is quite evident that there would have been no dispute between the parties on this first issue, if the Association had not sought to obtain (September 6, 1956), and had not obtained, a certification as bargaining agent from the Canada Labour Relations Board (October 9, 1956).

Up to that time and more particularly up to the date hereunder referred to, all Canadian "clerical employees", under their agreement with Colonial Airlines Inc., had enjoyed the same conditions of labour as their American "clerical co-employees". This policy Eastern Airlines manifestly intended to follow after the expiration of the Colonial agreement (September 30, 1956) provided the said Canadian employees agree to a complete integration with their American "clerical co-employees" and renounce, more or less, to being certified by the Canada Labour Relations Board and to having a collective agreement of their own. It should be noted here that the American "clerical employees" are not certified in the United States and that there is no collective agreement between them and Eastern Airlines.

The above proposition of fact is fully justified from reiterated statements to that effect before this Board by the employer's representatives, from various exhibits filed by the employer, and from the following excerpt contained in Eastern Airlines' reply to the Association's application for certification (employer's exhibit 12, p. 3):

... "Eastern believes that the bargaining unit proposed by the applicant is not appropriate for collective bargaining. In the past, these classes of employees have been subject to exactly the same wage and salary scales, rules and working conditions as the employees performing the same functions in the United States. Eastern intends to continue that practice unless a separate certification for the Canadian employees results from this proceeding. If there were such a separate certification, it would be inevitable that different rates of pay, rules and working conditions would evolve for the Canadian employees, particularly in view of the fact that the applicant does not represent the same classification in the United States. Eastern submits that it would be in the best interests of all concerned that the same labor conditions prevail for all employees having common interests and performing the same work, whether in the United States or Canada. In this connection, it should be noted that Eastern has approximately 4,400 employees in these categories in the United States, as compared with the 46 in Canada." (The portion italicized hereabove is by the Board).

Because of this, we definitely have the impression (Mr. Raymond Caron dissenting) that the employer's main concern is to deprive their Canadian "clerical employees" of wages equal to those it pays its American "clerical employees" only because the former have deemed it advisable to avail themselves of a clear and definite right under Canadian Law.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the International Association of Machinists and Eastern Air Lines Inc. (Traffic Division), Montreal.

The Board was under the chairmanship

The Board was under the chairmanship of the Hon. Mr. Justice André Montpetit, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and Roger Provost, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced

here.

The majority of this Board feels that it cannot, in any way, endorse, directly or indirectly, a policy or an attitude whereby an employer, whoever he may be, agrees to a certain rate of wages in exchange of a renunciation by a group of workers or employeees or by a union to apply for and obtain a certification.

Moreover, in this instance, we fail to see how it can seriously be contended—as stated in the above-quoted excerpt—that "a separate certification" may or can jeopardize or seriously affect the labour conditions in the United States; especially in a case where only 46 employees are involved in comparison to 4,400 in the United States.

The employer has contended that because of the certification of the Association and of the consequent necessity of having to negotiate a collective agreement with the Association, its Canadian clerical employees cannot be "integrated" with its American clerical employees, particularly in the matter of the application of seniority practice, transfer of personnel, etc.

In reply the Association contends that the proposed agreement will not prevent integration and that the proposed seniority clause gives the employer the necessary latitude. Neither party gave the Board any precise information on the items agreed upon in negotiation.

We are of opinion, Mr. Raymond Caron dissenting, that the employer should agree to pay its Canadian clerical employees wages equal to those presently being paid to its American clerical employees, provided that in so doing the Canadian clerical employees will not receive in the aggregate more benefits involving cost to the employer; than the American clerical employees presently enjoy. This proviso does not refer to any procedure for the handing of grievances nor to other clearly non-monetary benefits arising from a collective agreement. Further to the above this Board also recommends that the new salary scale be payable in U.S.A. dollars as is stated by Mr. W. C. Gilbert to be the employer's practice in all jurisdictions.

Mr. Caron dissents from the majority recommendation because in his opinion the above-quoted statement from the employer's Exhibit 12 has been taken from its proper context. He considers that the company offer is fair and reasonable and compares more than favourably with salary scales for other airlines operating in Canada, including T.C.A., and constitutes a fair increase over the salaries previously paid by Colonial Airlines to its clerical employees both in Canada and in the

Mr. Caron considers that the U.S.A. employer's statement as above quoted should be ignored by this Board for the same reason that this Board should ignore the employer's original statement dated August 28, 1956 (Exhibit 4) to the effect that Canadian employees would be integrated with American employees and paid the then existing Eastern Air Lines pay scale following the expiry on September 30, of the Association's agreement with Colonial Airlines, which agreement the employer had undertaken to honour until expiry. Thus when issuing the document dated August 28 last the employer assumed, as it was entitled to assume due to its agreement with the Association dated April 24, 1956 (Exhibit 1), that no collective agreement would exist after September 30 for the Canadian clerical employees taken over from Colonial and that all its rules, regulations and practices governing its 4,400 American clerical employees could and would thenceforth be applied to its 46 new Canadian clerical employees. When the employer found its assumption was in error then its statement as to working conditions, including pay scale, which was predicated upon such assumption, was retracted. This retraction was not because the Association sought certification as such but because the consequences of certification made impossible the full implementation of the employer's intention. Thus in the opinion of Mr. Caron, although the Association is entitled to bargain for any pay scale seen fit, neither the Association nor this Board should in equity divide the employer's proposal so as to hold that the employer had "offered" the American pay scale to its new Canadian clerical employees, nor should it be assumed that the above-quoted statement to the Labour Relations Board would have been made had the earlier events not taken place, that is, had the application for certification been made in normal circumstances by a new union organizing the employees of a new employer for the first time.

As far as the "effective date" is concerned, we believe (Mr. R. Caron dissenting) that it should go back to February 1, 1957, that is, the first day following the Association's request of the federal conciliation officer's services. Mr. Caron believes that being a first contract with a new employer any increase in wages should be effective from the date of signing the collective agreement.

—B—

The second issue deals with union shop. Since the view has been expressed that there should not be any serious discrepancy in the general conditions of labour between the aforesaid two categories of "clerical employees" (Canadian and American) and since the Association at the present stage has not been certified under American law as bargaining agent for the said American employees, we feel (Mr. Roger Provost dissenting) that there should not be any "union shop" clause, or any other type of "union security" clause, in the agreement at least for the time being.

-C-

As to the "termination clause", we unanimously recommend that it be of one year duration as of the day of signing of the agreement.

The whole respectfully submitted.

(Sgd.) André Montpetit, Chairman.

(Sgd.) RAYMOND CARON,

Member.

(Sgd.) Roger Provost,

Member.

Montreal, June 6, 1957.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in four cases heard June 11.

The first case concerned a claim for extra compensation for firemen who were required to take water on diesel engine run-through at Ottawa Union Station during their preparatory or final inspection time; the second and fourth cases, claims by firemen for payment for deadheading; and the third case, a fireman's claim for mileage lost when he was displaced from his regular assignment by a demoted engineer.

In the first case the Board recommended that a time allowance in addition to the change-off time already provided should be arrived at by negotiation between the two parties. In the second and fourth cases the claim of the employees was sustained, but in the latter case with a reservation; and in the third case the contention of the employees was not sustained.

The four disputes and decisions are summarized here:

Case No. 682—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning compensation for firemen (helpers) required to take water on diesel engine runthrough units at Ottawa Union Station.

Since diesel power has been used in passenger service on run-through trains Ottawa firemen on these trains have been notified that either the outgoing or the incoming firemen will be required to take water at Ottawa Union Station in his preparatory or final inspection time. The firemen claimed extra pay for the time occupied; the company rejected the claim.

The employees contended that Article 22 of the current agreement provided in part that engines should be supplied with fuel, sand and water by engine house staff at terminals, and that it was never contemplated that firemen would be required to serve the engines when coming on or going off duty, during their preparatory or final terminal time.

The Company, in its contention, stated that before the use of diesel power on run-through trains, when steam locomotives were used between Montreal and the Algoma District, the change-off point for engine crews between Montreal and Chalk River was at Ottawa West. When this service was in effect the firemen had been required to take water at Vankleek Hill, and almost always at Ottawa West as well, without any extra compensation for this work.

With diesel engines in use, the company continued, the need for taking on water at Vankleek Hill had ceased; and as it was not necessary to stop at Ottawa West to serve the engine this stop had also been discontinued, the engine crews being changed at Ottawa Union Station. Under the agreement with the union the incoming and the outgoing firemen were each allowed 15 minutes terminal time. Between five and ten minutes only, the Company maintained, were required to fill the water reservoir on a diesel unit. As this work could be done well within the time for which both the incoming and the outgoing firemen were now being paid, the Company felt that there was no justification for the firemen's claim for extra pay. The initial and final terminal allowances were intended to cover such preparatory service, the Company contended. The Board recommended that the parties should enter into negotiations as provided in Article 31 of the Firemen's Schedule in order to settle the time which should be allowed to firemen who were required to perform this work, such time allowance to be in addition to the change-off time already provided.

Case No. 683—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of firemen for dead-heading in addition to minimum day's pay.

A fireman on spare list was ordered, with an engineman, to handle an engine on an extra west from Farnham to St. Luc and return dead-head to Farnham. The fireman claimed payment for the 43 miles dead-headed. The Company refused payment on the ground that dead-head service could be combined with previous road service to make up a minimum day.

The union quoted an article of the current agreement covering dead-heading that provides for payment of actual mileage for dead-heading at the minimum passenger rate.

The Company contended that more than one class of service might be performed in a day or a trip, citing "recognized precedent set by past service" in support of its contention and quoting excerpts from the agreement which showed, among other things, that a fireman making less than 100 miles in a day would be liable for further service. Countering the Brother-hood's quotation of one article in the agreement, the Company stated that "no one rule in the agreement can be read alone but must be read in conjunction with all the rules and conditions in the agreement".

The Company also argued that it would not be sound or reasonable to pay an employee who performs service and deadheading in a day's work more than when two classes of active service were performed in a day's work.

The contention of the employees was sustained.

Case No. 684—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for mileage lost when displaced from his regular assignment.

When the engineers' working list at Ottawa was cut by three men on November 28, the three demoted engineers displaced firemen from their regular assignments. After protests by the Brotherhood of Locomotive Firemen and Enginemen that

the firemen were improperly displaced, a proper mileage check not having been made, one engineer was returned to the engineers' list.

The next day the two displaced engineers exercised their seniority and booked for assignments that day but were not allowed to go out because of protests by the BLFE. On December 2 and 3, however, the two demoted engineers displaced two firemen, one of whom immediately exercised his seniority. On December 5, the fireman who had not exercised his seniority submitted claims for mileage lost on December 2 and 3.

The BLFE contended that the fireman should not have been displaced until a proper mileage check was made; the Company contended that the fireman's failure to exercise his seniority rested solely on himself and that any penalty against the Company is without basis. One cause of the Brotherhood's protests was that the demoted engineers had already made their mileage limits.

Subsequently the Brotherhood of Locomotive Engineers agreed to base their mileage checks on a 15-day period, rather than on a 10-day period as had been their custom. The BLFE argued that this did not resolve the issue, which, it said, was its concern over the displacement of its members. The Company contended that the dispute did arise from jurisdictional dispute between the BLFE and the BLE over mileage regulations.

The Board did not sustain the contention of the employees.

Case No. 685—Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for dead-heading.

A fireman was required to dead-head to Field, B.C., to man a yard engine when no bids were received for the assignment; he was the junior man on the fireman's spare board at Revelstoke. The Company refused his claim for dead-head pay on the ground that the move was one affording the employee the right to exercise his seniority and thus one for which no payment for dead-heading was required under the agreement.

The union agreed that the Company was not required to pay for dead-heading made necessary by the application of the mileage regulations or in exercising seniority rights, but it contended that the fireman had dead-headed on the company's orders, and that neither mileage regulations or the exercising of seniority were responsible for the move.

(Continued on page 979)

COLLECTIVE AGREEMENTS

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during April, May and June made obligatory a number of changes in wage rates, hours, overtime, paid holidays and vacations with pay. Most of the new construction agreements provide for both immediate and deferred wage increases.

In taxicab operations at Montreal, a first agreement established remuneration for chauffeurs on a weekly commission basis of 40 per cent of gross income from the fares charged. In addition, employers must pay employees 50 cents per day unless they and their employees undertake, in writing, to accept the obligations set out in the social welfare plan proposed by the Parity Committee. The agreement also provides for vacation with pay to be calculated on the basis of 2 per cent of annual earnings as of May 1 each year.

In the construction industry at Montreal, new special provisions increase the minimum rate for plasterers from \$2.12 to \$2.17 per hour. Deferred increases of 10 cents and 8 cents per hour are to become effective October 1, 1957, and April 1, 1958, respectively. Double time is allowed for all work on Saturdays, Sundays and six specified holidays.

A new section, applicable to the structural iron industry at Montreal, increases the minimum rates for journeymen structural iron workers and welders from \$2 to \$2.15 per hour for a 40-hour week. A deferred increase of 15 cents per hour is to become effective April 1, 1958. In addition to Sundays and 11 specified holidays, double time is now paid for work on Saturday afternoons.

Another new section, covering refrigeration installations at Montreal, increases the minimum rates for journeymen mechanics (ammonia) from \$2 to \$2.10 per hour, (freon, methyl and sulphur) from \$1.85 to \$2 per hour; junior mechanics from \$1.80 and \$1.75 to \$1.90 and \$1.80, respectively. A deferred increase of 10 cents per hour to all of the above categories is to become effective April 1, 1958. Overtime at time and one-half is to be paid for work between 5 and 10 p.m., and on Saturdays till noon; double time there-

after, and on Sundays and seven (previously 11) specified holidays. Mechanics on service operations will be paid the above minimum rates, including work on Saturdays and Sundays. However, these mechanics are not governed by the provisions of the agreement relating to regular hours of work, overtime, shift work and urgent work. They will be paid time and one-half for work on any of seven specified holidays.

Special provisions applicable to plumbers, steamfitters, etc., at Montreal increase the minimum rate for journeymen from \$2.12 to \$2.22 per hour; junior journeymen from \$1.60 to \$1.65. A deferred increase of 10 cents per hour (5 cents for apprentices) is effective from April 1, 1958. Double time is now paid for work on seven (previously 12) specified holidays. Vacation with pay credit will be increased from 2 to 4 per cent of gross amount of each pay effective October 1, 1957. Weekly hours are unchanged at 40.

Other new provisions relating to marble, tile and terrazzo workers at Montreal increase the minimum rates for marble setters, tile setters and terrazzo layers from \$2.10 to \$2.22 per hour; marble polishers from \$1.77 to \$1.85 per hour; terrazzo polishers (dry) from \$1.91 to \$2 per hour, (wet) from \$1.71 to \$1.79 per hour. Deferred increases ranging from 8 to 12 cents per hour will become effective April 1, 1958. Remuneration for three paid holidays will be calculated at the rate of 1½ per cent of the wages earned.

In the construction industry at Quebec, minimum rates for workers included in the general table of classifications were increased by 10 cents per hour. New rates now range from \$1.30 per hour for labourers to \$1.90 per hour for bricklayers and stone cutters. A deferred increase of 10 cents per hour is to become effective May 1, 1958. Weekly hours in Zone I are unchanged at 44; 48 in Zones II and III. However, in Zone 1, No time will now be worked on Saturdays. Special provisions relating to plumbers, steamfitters, refrigeration mechanics, oil burner mechanics, electricians, etc., are unchanged from those previously in effect and noted in the LABOUR GAZETTE, May, 1957.

A new part of the Quebec district agreement covering ornamental and utility metal workers increases the minimum rates of all categories by 10 cents per hour and provides for a deferred increase of 10 cents per hour effective May 1, 1958. Another section applicable to the structural iron industry establishes a rate of \$2 per hour for erectors, welders, burners and riggers, plus a deferred increase of 10 cents per hour effective May 1, 1958.

In the construction industry at Sorel, minimum wage rates for most classifications were increased by 15 cents per hour, making the new rates for bricklayers \$1.85 per hour in Zone I, \$1.75 in Zone II; journeymen carpenters, electricians, plumbers \$1.65 in Zone I, \$1.55 in Zone II; labourers \$1.30 per hour in Zone I, \$1.20 in Zone II. Weekly hours are unchanged at 48. Double time is now paid for work on five (previously 10) specified holidays.

In the construction industry at Trois Rivières, minimum rates were increased by 10 cents per hour, making the new rates for bricklayers \$1.80 in Zone I, \$1.65 in Zone II; journeymen carpenters and electricians \$1.60 in Zone I, \$1.45 in Zone II; painters (brush) \$1.50 in Zone I, \$1.40 in Zone II; labourers \$1.25 in Zone I, \$1.15 in Zone II. Minimum rates for structural steel erector, welder, etc. were increased from \$2 to \$2.15 per hour in both zones. A deferred increase of 10 cents per hour is to become effective May 5, 1958. New provisions establish rates for elevator construction mechanics and helpers of \$2.46 and \$1.72 per hour, respectively. Weekly hours range from 40 for workers engaged in the construction of steam generators, boilers, etc. and elevator installation to 48 (as previously) for most other classifications.

In the construction industry at St. Hyacinthe, minimum rates were increased by from 10 to 15 cents per hour, making the new rates for bricklayers \$1.80 per hour in Zone 1, \$1.60 in Zone II; journeymen electricians, pipe mechanics and plumbers \$1.60 in Zone I, \$1.45 in Zone II; unskilled labourers \$1.20 in Zone I, \$1.05 in Zone II. Weekly hours are unchanged at 48.

In the construction industry at Joliette, minimum rates were increased by from 5 to 10 cents per hour, making the new rates for bricklayer-mason, carpenter, pipe mechanic \$1.70 per hour; electrician (journeyman) \$1.75; labourer \$1.25 per hour. Deferred increases of 5 and 10 cents per hour are to become effective April 1, 1958. Double time is now paid for urgent work done on five (previously nine) specified holidays.

In the construction industry at St. Jean and Iberville, minimum rates were increased by 15 cents per hour in most cases and new rates for certain classifications are as follows: bricklayer, plasterer \$1.90 per hour, journeymen electrician, crane operator \$1.70, unskilled labourer \$1.20 per hour. A deferred increase of 10 cents per hour is to become effective April 1, 1958. Two days are deleted from the list of holidays on which urgent work is paid for at double time. Regular weekly hours are unchanged at 44 for qualified workers, 50 for labourers.

In longshore work at Montreal, minimum rates for freight handlers (inland and coastal navigation) were increased from \$1.55 to \$1.60 per hour for day work, from \$1.85 to \$1.90 for night work.

In the printing industry at Montreal, minimum hourly rates for day work were increased by from 2 to 11 cents per hour, for night work from 2 to 12 cents per hour. New minimum rates for day work in Zone I are now 2 per hour for journeymen compositors, proof readers and castermen (from 63 to 94 cents for caster runners); from \$1.73 to \$2.22 for journeymen pressmen, \$1.67 to \$1.73 for assistant pressmen, \$1.34 to \$1.73 for press feeders, depending in each case on type of press; \$2 per hour for journeymen bookbinders, \$1.01 per hour for hand operations considered as women's work, \$1.01 to \$1.35 for other operations. Minimum rates for unskilled helpers (male) in all departments are 63 cents per hour for the first six months, 76 cents per hour thereafter. Minimum rates for apprentices were also increased. Lower wage rates are specified for all classes in Zones II and III.

In the dress manufacturing industry throughout the province, minimum rates were increased by from 5 to $7\frac{1}{2}$ cents per hour by virtue of increased cost of living bonuses, making the new rates including the cost of living bonuses for skilled cutters (grade 1) \$1.32 per hour, semiskilled cutters (grade 2) \$1.07, pressers (male) \$1.18, pressers (female) 82 cents, general hand 584 cents, operators and sample makers 74½ cents per hour. Rates for other classifications range from 584 cents for folders to 78 cents per hour for Regular weekly hours spreaders. reduced from 44 to 40 for plants not already on a 40-hour week. Paid holidays were increased from three to five. Other provisions affect homeworkers.

In the sheet metal fabricating industry at Montreal, minimum wage rates were increased by from 8 to 11 cents per hour, making the new rates for sheet metal mechanic and journeymen welder \$1.88 per

hour, toolmaker \$1.93, blacksmith \$1.79, machine operator \$1.56, production welders from \$1.45 in first year to \$1.56 in second,

production workers from \$1.40 in first year to \$1.51 after three years. Weekly hours were reduced from $41\frac{1}{4}$ to 40.

Industrial Standards Acts, Nova Scotia, New Brunswick and Ontario

During April, May and June, 13 new schedules were made binding under Industrial Standards Acts, eight in Nova Scotia, one in New Brunswick and four in Ontario, including two new schedules for the barbering industry at Brantford and at Ottawa.

In Nova Scotia, new schedules for bricklayers, carpenters, electricians, labourers, painters, plasterers and sheet metal workers at Halifax and Dartmouth increased the minimum rates over the 1955 schedules by 15 cents per hour; the wage rate for plumbers was increased by 16 cents to \$1.97 per hour and includes 4 cents per hour in lieu of vacation with pay instead of 3 cents as previously. New rates now range from \$1.33 per hour for unskilled labourers (no vacation provisions) to \$2.12 per hour (including 3 cents per hour in lieu of vacation with pay) for bricklayers, masons and tile setting trades. Weekly hours for labourers were reduced from 44 to 40 except for pier construction under contract as of March 8, 1957. In such cases 48 hours will prevail to completion of these contracts. Hours for tradesmen were unchanged at 40.

In New Brunswick, minimum wage rates for electricians in the Saint John-Lancaster area were increased from \$1.63 to \$1.70 per hour for work during regular working periods. Weekly hours were 'unchanged at 40.

In Ontario, minimum wage rates for workers employed in the millinery industry throughout the province were increased by 9 cents per hour. New rates now range from 59 cents per hour for Class "F" employees (sewing, examining, cleaning, etc.) to \$1.54 for Class "A" employees (hand blocking, etc.) in the counties of Halton, Ontario, Peel, Wentworth and York; in other parts of Ontario, from 54 cents for Class "F" employees to \$1.40 per hour for Class "A" employees. All other provisions are unchanged from those previously in effect, including a 40-hour week in the counties of Halton, Ontario, etc.; 45 in all other parts of the province.

At Kitchener-Waterloo, a first schedule for plasterers establishes a minimum rate of \$2.35 per hour for a regular work week of 40 hours. Double time is provided for work on Saturdays after 5 p.m., Sundays and seven specified holidays; time and one-half for all other overtime work.

Railway Board of Adjustment

(Continued from page 976)

The Company contended that if any assignment remained unfilled after the senior firemen had exercised their preference the junior fireman was required to take the work in order to obtain employment, and that he was not entitled to payment for dead-heading as such moves were the result of allowing men the chance to exercise their seniority rights.

The Board found that although there might have been a local agreement—as provided for in Article 31—at some time in the past regarding the manning of the yard assignment at Field from the spare

board at Revelstoke, it had not been put in writing; neither could it be shown that it had been approved by the present General Superintendent and the present General Chairman, as required by Rule 31.

Consequently the Board sustained the claim of the employees in the case of the fireman in question. But since no details of the amount claimed were presented, the decision, the Board stipulated, was with respect to the principle involved only, and was without prejudice to other movements between Revelstoke and Field with which the Board was not familiar.

LABOUR LAW

Labour Legislation in British Columbia, 1957

New legislation enacted respecting payment of compensation to blind workmen. Revised Municipal Act includes sections regulating closing hours of shops. Amendments made to Annual Holidays Act, Truck Act

The British Columbia Legislature, which was in session from February 7 to March 28, enacted a Blind Workmen's Compensation Act of the type in effect in most of the other provinces. The Municipal Act was completely revised and now includes sections regulating the closing hours of shops and the observance of specified statutory holidays.

Minor amendments were made to the Annual Holidays Act, the Truck Act and the Boiler and Pressure-vessel Act.

Compensation for Blind Workmen

A new Blind Workmen's Compensation Act provides special protection for the employers of blind workmen, encouraging them to hire such persons by relieving them of fears of increased possibility of accident and, as a result, higher assessment rates.

As in other Acts of this type, which are in effect in seven provinces, "blind workman" means a workman as defined by the Workmen's Compensation Act having visual acuity of not more than 6/60 or 20/200 (Snellen) in the better eye. For such workmen in all industries under Part I of the Workmen's Compensation Act, the Department of Finance will pay the excess of the full cost of compensation over and above \$50. This payment will be made out of the Consolidated Revenue Fund, upon receipt of a certificate from the Workmen's Compensation Board setting out the full cost of compensation.

The Board may consider any previous award when called upon to make a further award to the same workman, thus ensuring that a workman is not paid compensation for a disability of more than 100 per cent. The Board may fix the assessment to be levied on the employer on the wages of a blind workman at such an amount as it deems fair, having regard to the Workmen's Compensation Act.

The Canadian National Institute for the Blind, or any other like organization designated by the Lieutenant-Governor in Council, has complete jurisdiction as to the proper placement of any blind workman, and the nature of the work he is permitted to do, and officers of the organization have access to the workman's place of employment at any reasonable time.

Annual Holidays

By an amendment to the Annual Holidays Act, the period within which an employee's annual holiday may be taken has been lengthened. The Act now stipulates that the holiday must "commence not later than" ten months after the date upon which the employee becomes entitled to it. Previously, the annual holiday had to be taken within the ten-month period.

A further amendment changing "shall" to "may" makes it clear that the decision as to whether the employee takes his annual holiday in one unbroken period or in two periods of one week each rests with the employer. Pay in lieu of an annual holiday must be paid in one payment.

The Act, which came into force on July 1, 1957, providing for a holiday of two weeks after a year of employment, applies to every employee who becomes entitled to an annual holiday on or after that date, and to those employees who have earned part of their annual holiday or holiday pay before that date. In the latter case the pay to be given in lieu of an annual holiday is to be 2 per cent of the total wages earned for the period of employment before July 1, and 4 per cent of the wages earned after July 1.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Deductions from Wages

By an amendment to the Truck Act, which regulates the payment of wages, an employer may honour a worker's written assignment of wages for payments to charitable organizations and for payments to superannuation plans, if such payments are deductible for income tax purposes. Insurance payments may also be deducted if the insurance company is licensed under the Insurance Act.

Deductions may also be made for payments to any employee benefit plan which meets with the approval of the Board of Industrial Relations, and the Board is empowered to investigate the facts with respect to any such plan. In holding an inquiry, the Board is to have the powers of a commissioner under the Public Inquiries Act. At its discretion the Board may rescind its approval of a plan or authorize amendments to an approved plan.

Boilers

By an amendment to the Boiler and Pressure-vessel Act, a second class engineer is allowed to take charge of a steam plant of up to 1,000 horse power capacity, rather than 900 horse power, as before.

A section dealing with qualifications for the position of boiler inspector was repealed, since provision for such appointments is made under the Civil Service Act.

Municipal Act

The Municipal Act was completely revised effective from July 1, replacing nine former statutes, including the Shops Regulation and Weekly Holiday Act. Of interest to labour are the sections providing for the licensing of plumbers by municipal by-law, for the compulsory arbitration of disputes involving policemen and firemen and for the payment of fair wages on municipal contracts. These provisions were not changed.

Legislation governing the regulation of closing hours of shops in British Columbia dates back to 1900 and that providing for a weekly holiday and statutory holidays to 1916. The two Acts were consolidated in 1943. The shops regulation sections (Sections 865-869) cover "any premises where any wholesale or retail trade or business is carried on, and includes any building or portion of a building, booth, stall, or place where goods are exposed or offered for sale by retail, or where the business of a barber or hairdresser or the business of a shoe-shine stand is carried on". They do not cover premises where a barber or hairdresser is attending a customer in the

customer's residence, where a pharmacist is filling a prescription of a member of the College of Physicians and Surgeons of British Columbia, or where the only trade carried on is that of selling tobacco and related products, newspapers, magazines, fresh fruits, fresh vegetables, cut flowers, florists' products, soft drinks, dairy products, bakery products, or that of an hotel, inn, public house, restaurant or refreshment house.

The Municipal Act provides for a greater degree of provincial control over the regulation of closing hours of shops than previously. All shops must close not later than 6 p.m. on Monday, Tuesday, Thursday and Saturday, or on any other four days specified by a municipal by-law. On Fridays, or on another day specified by by-law, shops may remain open until 9 p.m. Under the previous legislation, the municipal council was empowered to make by-laws regulating the closing hours of shops within certain limits set out in the Act. The Act stipulated that where threequarters of the licensed occupiers of a class of shops petitioned the municipal council to pass a closing by-law the council was required to act upon the petition. Otherwise the municipality was under no compulsion to fix closing hours.

As regards the weekly holiday, the Act specifies that shops are required to close on Wednesday, or on another day fixed by by-law, not later than 12 o'clock noon. This does not apply, however, during July and August if a by-law is passed providing that shops be closed not later than 6 p.m. on that day. The former legislation also required that a weekly half-holiday be observed, on which day shops were to be closed not later than 1 p.m., and further permitted the municipal council to require by by-law that a whole day be set aside each week as a holiday.

As before, the Act stipulates that shops must be closed on specified public holidays. Two additional holidays are now included, Easter Monday and the Queen's Birthday. The holidays are now as follows: Christmas Day and the day immediately following, New Year's Day, Good Friday, Easter Monday, Dominion Day, Victoria Day, Labour Day, Remembrance Day, the day fixed by Proclamation of the Governor in Council for the celebration of the birthday of the reigning sovereign. Thanksgiving Day (as proclamation or Order of the Lieutenant-Governor in Council as a holiday.

The municipal council is authorized, with the approval of the Lieutenant-Governor in Council, to exempt certain specified trades and businesses from the shop-closing sections of the Act. The trades and businesses specified are automobile service-stations, garages, bakeries, drug stores, or stands within a shop for the sale of fresh fruits, fresh vegetables, soft drinks, dairy products, bakery products, cut flowers, florists' products and confectionery.

As before, the council may by by-law prohibit hawkers and pedlars from peddling or selling any goods or merchandise within the municipality during the time that shops are required to be closed.

Parts III and IV of the Shops Regulation and Weekly Holiday Act, which covered hours of employment of young persons in shops, seats for female workers, sanitary conveniences and construction of and sanitation in bake-shops and provided penalties for infringements, are not included in the new Act. Employment of children under 15 years in shops as well as in factories and other workplaces without permission is, however, forbidden by the Control of Employment of Children Act, 1944.

With respect to arbitration of disputes involving policemen and firemen, the new Act continues in effect a provision added in 1949 which provided that where a conciliation board is appointed under the Labour Relations Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen and policemen in their employ, the recommendations of the conciliation board are binding in every respect upon the municipality or Board of Police Commissioners.

It is further provided that, when arbitration proceedings are taken respecting salaries, wages or working conditions, including proceedings under the Labour Relations Act, and an award is made which requires the expenditure of money by the municipality, the award of the arbitration board must be made and published on or before April 15 of the year in which the award is to take effect.

As regards the payment of fair wages under municipal contracts, the Act continues to require that every contract made by a municipality for construction, remodelling, repair or demolition of any municipal works must be subject to the conditions that all workmen in the employ

of the contractor or sub-contractor must be paid the wages and remuneration generally accepted by the provincial Government pursuant to the Public Works Fair Wages and Conditions of Employment Act and which are generally current in the trade for competent workmen in the municipality.

The Act authorizes a municipality to pass by-laws providing for the licensing and regulating of plumbers. The by-law may establish a board of examiners which may fix standards of proficiency for plumbers and grant certificates of proficiency to master and journeymen plumbers. It may provide that persons not possessing such certificates may be prohibited from practising the trade. A by-law may prescribe the areas of the municipality to which it may apply. A certificate of proficiency granted by a municipality is valid in any other municipality.

Bills Not Passed

An amendment to the Workmen's Compensation Act introduced by a private member was defeated on second reading by a vote of 34-12. The amendment would have provided that, where a disputed medical claim has been referred to a specialist under the procedure provided for in the Act, the Workmen's Compensation Board would be required to render a decision in conformity with the specialist's certificate. The Act now provides that the Board must review the claim and inform the workman of its decision within 18 days.

The bill proposed that the amendment should be retroactive to March 15, 1955, the date on which the section providing for a medical review came into effect.

Another private member's bill, an Act to amend the Metalliferous Mines Regulation Act, was also defeated on second reading.

The proposed amendment would have required managers, foremen, shiftbosses and miners to hold certificates of competency, and made provision for the setting up of a Board of Examiners to grant such certificates. The amendment would have made it unlawful for any employer to hire a person not in possession of a certificate of competency.

Legal Decisions Affecting Labour

Supreme Court of Canada declares Quebec Padlock Act unconstitutional Quebec Supreme Court grants interim injunction restraining picketing

Reversing the decision of the Quebec courts, the Supreme Court of Canada declared the Quebec Padlock Act invalid.

In Quebec, the Superior Court granted an interim injunction prohibiting a strik-ing union from interfering with business relationships between the company and third parties.

The United States Supreme Court upheld the power of a State court to enjoin peaceful picketing for organizing purposes which violated a law of the State.

Supreme Court of Canada . . .

... rules by 8-1 majority that Quebec Padlock Act to be ultra vires of the provincial Legislature

On March 8, 1957, the Supreme Court of Canada, allowing an appeal from a judgment of the Quebec Court of Queen's Bench (Appeal Side), ruled by a majority of 8 to 1 that the Communistic Propaganda Act of the Province of Quebec was wholly ultra vires of the provincial legislature as being legislation in relation to the criminal law, a subject exclusively within the powers of the Parliament of Canada.

The circumstances of the case, as related in the judgment, were as follows:

In January 1949, the Attorney-General of the Province of Quebec ordered the Director of the Provincial Police to close for a period of one year the premises occupied by the appellant, John Switzman, and to seize and confiscate all newspapers, reviews, pamphlets, circulars, documents or writings published in contravention of the Communistic Propaganda Act, commonly referred to as the Padlock Act.

In February 1949, the owner of the premises, the respondent Elbling, brought an action against the appellant for cancellation of the lease and for damages in the amount of \$2,170.

The appellant admitted that the premises had been used to propagate Communism but pleaded that the Padlock Act was wholly ultra vires of the Legislature of the Province of Quebec. In accordance with Article 114 of the Quebec Code of Civil Procedure, notice of his intention to contest the constitutionality of the legislation was given to the Attorney-General, who intervened in the action.

The trial judge ordered cancellation of the lease and rejected the claim for damages. He ruled that the Act was constitutional, holding that, in pith and substance, it was not criminal law and was not related to any matters exclusively reserved to the Dominion Parliament. In his opinion, the Act was related to property and civil rights in the province and was a matter of a merely local or private nature. This judgment was affirmed by the Court of Queen's Bench (Appeal Side), Mr. Justice Barclay dissenting.

The pertinent sections of the Padlock Act, Sections 3 and 12, read as follows:

3. It shall be illegal for any person, who 3. It shall be illegal for any person, who possesses or occupies a house within the Province, to use it or allow any person to make use of it to propagate communism or bolshevism by any means whatsoever.

12. It shall be unlawful to print, to publish in any manner whatsoever or to distribute in the Province any newspaper, periodical, pamphlet, circular, document or writing whatsoever propagating or tending

periodical, pamphlet, circular, document or writing whatsoever propagating or tending to propagate communism or bolshevism.

The Act provides that the Attorney-General, upon satisfactory proof that an infringement of Section 3 has been committed, may order the closing of the house. Section 13 provides for the imprisonment of anyone infringing Section 12. The Act gives a broad definition of the word "house" referring to any building or other construction whatsoever. The terms "Communism" and "Bolshevism" are not defined.

Counsel for the appellant contended before the Supreme Court that the legislation, judged by its true nature and purpose, was related to public wrongs rather than private rights and was, therefore, criminal law within the exclusive jurisdiction of the Parliament of Canada.

The respondent maintained that the legislation was in no sense criminal law, but was related to property and civil rights and to matters of a local or private nature in the province. In his intervention the Attorney-General asked the Court to declare the Act in its entirety constitutional and valid and in full force and effect.

In Chief Justice Kerwin's opinion, the Act in question was legislation in relation to the criminal law over which, by virtue of head 27 of Section 91 of the British North America Act, the Parliament of Canada has exclusive legislative authority. Consequently, he held that the impugned Act was unconstitutional. He considered that the intervention of the Attorney-General should be dismissed and the statute be declared as wholly ultra vires of the Legislature of the Province of Quebec.

Mr. Justice Rand, in an opinion concurred in by Mr. Justice Kellock, pointed out that the Act did not affect anyone's civil rights nor did it create any civil remedy. Rather it was directed against the freedom or civil liberty of the actor. Mr. Justice Rand summed up this argument by stating:

The aim of the statute is, by means of penalties, to prevent what is considered a poisoning of men's minds, to shield the individual from exposure to dangerous ideas, to protect him, in short, from his own thinking propensities. There is nothing of civil rights in this; it is to curtail or proscribe these freedoms which the majority so far consider to be the condition of social cohesion and its ultimate stabilizing force.

Further, Mr. Justice Rand said that, as indicated by the opening words of the preamble of the Act, reciting the desire of the four provinces to be united in a federal union with a constitution "similar in principle to that of the United Kingdom", the political theory embodied in the B.N.A. Act was that of parliamentary government by the free public opinion of an open society. Such a public opinion demanded a virtually unobstructed access to and diffusion of ideas. Freedom of discussion as a subject-matter of legislation had a unity of interest and significance extending equally to every part of the Dominion and was thus ipso facto excluded from Section 92 (16) of the Act as a local matter. Mr. Justice Rand went on to say that this constitutional fact was the political expression of the primary condition of social life, thought and its communication by language, and that liberty in this was little less vital to man's mind and spirit than breathing was to his physical existence. It was embodied in an individual's status of citizenship. Further, he added:

Prohibition of any part of this activity as an evil would be within the scope of criminal law, as ss. 60, 61 and 62 of the Cr. Code dealing with sedition exemplify. Bearing in mind that the endowment of parliamentary institutions is one and entire for the Dominion, that Legislatures and Parliament are permanent features of our constitutional structure, and that the body of discussion is indivisible, apart from the incidence of criminal law and civil rights, and incidental effects of legislation in relation to other matters, the degree and nature of its regulation must await future consideration; for the purposes here it is sufficient to say that it is not a matter within the regulation of a Province.

Mr. Justice Cartwright stated that in his opinion the Act was totally invalid as being in pith and substance legislation in relation to the criminal law and thus a matter assigned by the B.N.A. Act to the exclusive legislative authority of Parliament.

Mr. Justice Fauteux held that the sole object of the Act was to prohibit, with penal sanctions, Communistic propaganda, or, more precisely, to make such propaganda a criminal act. In his opinion Parliament alone, legislating in criminal matters, was competent to enact, define, prohibit and punish these matters of a writing or of a speech that, by their nature, injuriously affect the social order or the safety of the state, such as, for example, defamatory, obscene, blasphemous or seditious libels. He considered that a province could legislate on the civil consequences of a crime enacted by the Dominion or on the suppression of conditions leading to that crime, but it could not create a crime (as had been done in the case at bar) for the prevention of another which had been validly established, such as, for example, the crime of sedition.

Mr. Justice Abbott, referring to the opinion expressed by Chief Justice Duff in Re Alberta Legislation (1938), said that the right of free expression of opinion and of criticism upon matters of public policy and public administration, and the right to discuss and debate such matters, whether social, economic or political, were essential to the working of a parliamentary democracy, and the prohibition of such discussion was not necessary to protect personal reputation or private rights. He added further:

This right cannot be abrogated by a provincial Legislature, and the power of such Legislature to limit it is restricted to what may be necessary to protect purely private rights, such as for example provincial laws of defamation. It is obvious that the impugned statute does not fall within that category. It does not, in substance, deal with matters of property and civil rights or with a local or private matter within the Province and, in my opinion, is clearly ultra vires. Although it is not necessary, of course, to determine this question for the purposes of the present appeal, the Canadian Constitution being declared to be similar in principle to that of the United Kingdom, I am also of opinion that as our constitutional Act now stands, Parliament itself could not abrogate this right of discussion and debate. The power of Parliament to limit it is, in my view, restricted to such powers as may be exercisable under its exclusive legislative jurisdiction with respect to criminal law and to make laws for the peace, order and good government of the nation.

Mr. Justice Nolan, with whom Mr. Justice Locke concurred, did not agree with the contention of the Attorney-General that, there being no provision in the Criminal Code or in any law passed by the Parliament of Canada which made Communism a crime or which forbade the propagation of Communism, the field was unoccupied and the provincial legislation was valid. He referred to Union Colliery Co. of B.C. v. Bryden (1899) A.C. 580 and to the opinion of Lord Watson who, in delivering the judgment of the Judicial Committee, made it clear that the abstinence of the Dominion Parliament from legislating to the full limit of its powers could not have the effect of transferring to any provincial legislature the legislative power which had been assigned to the Dominion by Section 91 of the B.N.A. Act.

Mr. Justice Taschereau, dissenting, was of the opinion that the impugned Act was valid because it merely established civil sanctions for the prevention of crime and the security of the country.

The Court reversed the judgment of the Quebec Court of Queen's Bench (Appeal Side), and declared the Act beyond the powers of the provincial legislature as being legislation in relation to the criminal law. Switzman v. Elbling and Attorney-General of Quebec (1957) 7 D.L.R. (2d) Part 6, 337.

Quebec Superior Court . . .

... grants interim injunction prohibiting union activities that amounted to a secondary boycott

In a decision given at Montreal on November 16, 1956, the Quebec Superior Court enjoined union activities aimed at causing damage to a company against which it had declared a strike, by causing other persons to cease doing business with the company.

The facts of the case, as related by Mr. Justice Deslauriers in his reasons for judgment, were as follows:

After several months of discussions, during which time the union, FUnion Internationale des Clicheurs et Electrotypeurs de Montréal, Local 33, endeavoured to force the company to negotiate a collective agreement, the union in April 1956 called a strike of printers in the plaintiff's workshop. As a consequence of this strike, picketing of the workshop was begun but after a few weeks stopped without producing any tangible results. In order to intensify the effects of the strike, the union then got in touch with companies and persons who had business relationships with the plaintiff, informing

them of the strike and asking them either to stop delivering material used by the company or to cease placing printing orders with the company.

As a result of these activities, the company was not able to secure a regular flow of working material, the newspapers printed by it could not be published regularly, the company was losing its clientele and suffered losses.

The Court noted that the Quebec Labour Relations Act recognized the right to strike, and that it defined "strike" as the concerted cessation of work by a group of employees.

Even though the strike in question was a legal one, the question remained as to whether the union's activities were permissible. The available evidence pointed to the fact that there had been more than a stoppage of work and that the union's activities amounted to a boycott which was particularly damaging to the plaintiff.

The Court was ready to admit that a primary boycott to promote the interests of a particular group, as, for instance, an agreement among members of a union to stop transacting business with a person against whom concerted action was directed could be considered legal. However, the activities of the defendants did not enter into this category. Rather they could be identified with the acts which are qualified as "secondary boycott", that is, activities performed with the intention to do harm to a person by forcing other persons to do harm to him as well.

Realizing that the strike would not achieve any result, the union had resorted to damaging and harmful practices by intervening with third persons in business relationships with the plaintiff in order to end these relationships. The plaintiff had proved, in a manner convincing enough to justify the granting of an injunction, that he had suffered serious and irreparable damage as the result of activities of the defendants.

In granting the injunction, the Court stated that it did not intend to force the members of the union to return to work. It was not concerned with the decision as to whether the union had the right to strike. The injunction was intended to produce the effect of stopping the boycott as actually practised. The intervention of the defendants with the third persons who were in commercial relationships with the plaintiff was an intervention which was not authorized by the right to strike.

The Court therefore ruled that an interim injunction should be granted against the union and four of its officers awaiting the trial of the action settling the rights of the parties concerned. Verdun Printing and Publishing Inc. v. l'Union Internationale des Clicheurs et Electrotypeurs de Montréal, Local 33 et Autres et Rapid Grip and Batten Limited et Autres. (1957) RJQ 204.

United States Supreme Court ...

... bars use of picketing for organizing purposes, because it violated policy expressed in state law

On June 17, 1957, the Supreme Court of the United States by a majority decision upheld a judgment of the Supreme Court of Wisconsin enjoining picketing on the ground that the picketing was for the purpose of coercing the employer to put pressure on his employees to join a union.

The Supreme Court considered the limits imposed on the power of a State to enjoin picketing by the Fourteenth Amendment to the United States Constitution guaranteeing freedom of speech, and held that the Fourteenth Amendment did not bar a State from restraining picketing which was in violation of a public policy, as expressed in a state law.

The majority judgment was delivered by Mr. Justice Frankfurter. Mr. Justice Douglas, with whom the Chief Justice and Mr. Justice Black concurred, wrote a dissenting opinion.

The case involved the picketing of the respondent, the operator of a gravel pit in Oconomowoc, Wis., employing from 15 to 20 men, by a union which did not represent any of the employees concerned. After seeking unsuccessfully to organize some of the respondent's employees, the union, Local 695 of the International Brotherhood of Teamsters, picketed the company's premises, carrying signs reading: "The men on this job are not 100% affiliated with the A.F.L." In consequence, drivers of several trucking companies refused to deliver and haul goods to and from the respondent's plant, causing him substantial damages. The respondent thereupon sought an injunction to bar the picketing, contending that the picketing had been engaged in "for the purpose of coercing, intimidating and inducing the employer to force, compel, or induce its employees to become members of defendant labor organizations, and for the purpose of injuring the plaintiff in its business because of its refusal to in any way interfere with the rights of its employees to join or not to join a labor organization".

The trial court did not uphold this contention, but held that, by virtue of a Wisconsin statute prohibiting picketing in the absence of a "labor dispute", the union should be enjoined from maintaining any

pickets near the company's place of business, from displaying signs indicating that there was a labor dispute, and from inducing others to decline to transport goods to and from the respondent's business establishment.

This decision was appealed to the Wisconsin Supreme Court, which affirmed the granting of the injunction but on a different ground. The Court was of the opinion that "one would be credulous, indeed, to believe under the circumstances that the union had no thought of coercing the employer to interfere with its employees in their right to join or refuse to join the defendant union". Such picketing, the Court held, was for "an unlawful purpose", since under the Wisconsin law it was an unfair labor practice for an employee individually or in concert with others to "coerce, intimidate or induce any employer to interfere with any of his employees in the enjoyment of their legal rights... or to engage in any practice with regard to his employees which would constitute an unfair labor practice if undertaken by him on his own initiative".

The Supreme Court, after reviewing a series of cases involving picketing, held that a State, in enforcing some public policy, whether of its criminal or its civil law, and whether expressed by its legislature or its courts, could constitutionally enjoin peaceful picketing aimed at preventing effectuation of that policy, and that such action could not be considered as contrary to the Fourteenth Amendment which guarantees freedom of speech.

The Court held that the series of cases demonstrated "that the policy of Wisconsin enforced by the prohibition of this picketing is a valid one". The circumstances set forth by the Wisconsin Court justified its decision confirming the injunction on the ground that picketing was "for the purpose of coercing the employer to coerce his employees" to join the union, in violation of the declared policy of the State.

The dissenting judges would have reversed the judgment of the lower court on the ground that picketing can be regulated or prohibited only to the extent that it forms an essential part of a course of conduct which the State can regulate or prohibit. Otherwise a State ban on picketing should be prohibited on the ground that "the dissemination of information concerning the facts of a labor dispute must be regarded as within that area of free discussion that is guaranteed by the Constitution". International Brotherhood of Teamsters, Local 695, AFL, et al. v. Vogt, Inc. 40 LRRM, 2208.

Recent Regulations, Federal and Provincial

Reporting of any source of ionizing radiation required under Ontario Factory, Shop and Office Building Act; regulations under both the Quebec and the British Columbia Acts regarding pressure vessels have been amended

A revised form prescribed by regulations under the Ontario Factory, Shop and Office Building Act requires the listing of any source of ionizing radiation when applying for approval of building plans or plans of alteration of any factory or other building within the scope of the Act.

Amendments to the regulations under the Quebec Boiler and Pressure Vessel Act set out construction requirements for expansion tanks.

Other regulations deal with certification of welders under the Alberta Apprenticeship Act and qualification tests for pipe welders under the British Columbia Boiler and Pressure-Vessel Act.

FEDERAL

Blind Persons Act, Disabled Persons Act and Old Age Assistance Act

The regulations under the Blind Persons Act, the Disabled Persons Act and the Old Age Assistance Act which lay down the conditions under which the federal Government will share with the provinces the costs of allowances payable under these Acts have been amended to provide more lenient means tests for applicants. Among other changes, the new regulations provide that when assessing the amount of income a recipient derives from an interest in personal property, the administering authorities must now take into consideration the extent to which a recipient's property has been reduced in value by payment of medical or hospital bills, accounts for nursing services, the cost of drugs prescribed for him or his wife or of funeral expense of the spouse.

The new regulations were approved by Orders in Council 1957-714, 715 and 716 of May 27 and were gazetted on June 12.

PROVINCIAL

Alberta Apprenticeship Act

The provision in the welding trade regulations under the Alberta Apprenticeship Act which permitted an apprentice who had completed two years' training to apply to the Welding Branch of the Department of Industries and Labour to be examined for a Second Class Journeyman's Certificate has been deleted by O.C. 609/57, gazetted on May 15.

The regulations continue to provide, however, that an apprentice who has completed the three-year term of apprenticeship and has taken the required technical training may try the final examination for a Completion of Apprenticeship Certificate. An apprentice who passes the examination in either acetylene or electric welding, but not both, may apply for a First Class Journeyman's Certificate in that part of the trade, whereupon his apprenticeship will be terminated without a Completion of Apprenticeship Certificate and he will not be entitled to further benefits under the Act.

Alberta Coal Mines Regulation Act

An amendment to the regulations under the Alberta Coal Mines Regulation Act (L.G., 1955, p. 1292) prohibits the use of black powder in underground mines unless the owner or manager has obtained written authorization for its use from the Director of Mines. This amendment was approved by O.C. 668/57 and gazetted on May 15.

British Columbia Boiler and Pressure-Vessel Act

The regulations governing the design, construction and inspection of boilers and pressure vessels have been amended with respect to qualification tests for welders on gas pipe lines. The amendments were authorized by O.C. 1278 and gazetted on June 20.

Since January 1956, (L.G., March 1956, p. 299), no person has been permitted to do welding on piping used to transmit gas at a pressure exceeding 15 p.s.i. unless he is the holder of a valid "A" certificate of qualification for pipe welding. The regulations provide that a candidate for such a certificate must submit an application on the prescribed form to the Chief Inspector who will decide whether he has had sufficient experience and training to warrant a qualification test.

Tests will be conducted at a time and place set by the Chief Inspector. However, upon the submission of a written request to the Chief Inspector, an employer may arrange to have a group of welders tested at a place selected by him, in which case the employer must supply all necessary tools and equipment and pay the inspector's expenses, including a per diem charge of

\$25, as well as the appropriate fees. Formerly, all welders' qualification tests were conducted at the Dominion-Provincial Vocational School at Nanaimo.

Newfoundland St. John's Shops Act

In keeping with the practice in recent years, Saturday closing of shops in St. John's, Newfoundland, was declared in effect from June 9 to September 15, inclusive, by a proclamation gazetted on June 4.

Ontario Factory, Shop and Office Building Act

The Ontario Factory, Shop and Office Building Act requires that all building plans or plans of alteration for any factory, or for a building over two storeys high or a lower building covering a specified area which is to be used as a shop, bakeshop, restaurant or office building must be sent to the Department of Labour for examination and approval. The form of the application is prescribed by regulation.

A revised application form was set out in O. Reg. 122/57, gazetted on June 8. Among other changes, the new form states that any source of ionizing radiation must be included in the list of dangerous materials used in the process or operation carried on.

The application form must set out, with respect to each employer, a description of the method of heating the building, the fire protection equipment, the ventilating system, the process or operation carried on, the type of machinery used, the maximum number of employees in the area at any time, the maximum live load in pounds per square inch for which the floor is designed, the dangerous materials in use and the maximum quantity of each stored at any time, and stored in any period of eight hours, (formerly 24 hours).

The provision requiring the reporting of any source of ionizing radiation was inserted because of the 1957 amendments to the Department of Labour Act and the Factory, Shop and Office Building Act. New provisions in the former Act provided for the making of regulations to protect employees from the harmful effects of ionizing radiation and widened the definition of "inspector" to include an inspector appointed under any other Act or regulations administered by the Department. In conformity with these changes, a contravention in a factory, shop, bakeshop, restaurant or office building of the regulations under the Department of Labour Act was made an offence under the Factory, Shop and Office Building Act and factory inspectors were

authorized to enforce regulations made under the Department of Labour Act. (L.G. May, p. 598).

Another new regulation gazetted on June 8, O. Reg. 123/57, prescribed the form of the notice which an inspector is now required to affix to any place, matter or thing in a factory, shop, bakeshop, restaurant, office or office building which he deems to be a source of danger to employees or to the public, following a directive to the owner or employer ordering him to take remedial measures. The notice declares that use of the place, matter or thing is discontinued until the inspector's order has been complied with.

Ontario Unemployment Relief Act

New administrative regulations under the Ontario Unemployment Relief Act authorized by O. Reg. 115/57 were gazetted on June 1, raising the provincial Government's contribution to the cost of allowances under the Act from 50 to 60 per cent.

Quebec Pressure Vessels Act

A number of amendments to the regulations under the Quebec Pressure Vessels Act, including a new section on expansion tanks, were approved on April 18 by O.C. 415 and gazetted on June 1.

One amendment provides that the standards governing the design, fabrication, installation, testing and inspection of boilers, pressure vessels, piping and fittings are to be those set out in the 1956 or current editions of the applicable ASME Codes, together with any amendments or additions approved by the Chief Inspector. When the regulations were issued in 1955, they made provision for use of 1952 editions of the Codes, some of which have since been revised.

Another change is that the approval of the Chief Inspector is now required before separate registrations of fittings meeting the requirements of the ASME and ASA Codes may be dispensed with. As formerly, a manufacturer is permitted to register his standard fittings collectively by forwarding an affidavit to the Chief Inspector.

The rules with respect to hot water tanks over 24 inches in diameter were amended to provide that all non-ferrous vessels must be built in compliance with the ASME Code. Other provisions lay down additional requirements for marine type boilers and make certain modifications with respect to required safety devices.

All expansion tanks over 24 inches in diameter or to operate at more than 30 p.s.i. must be designed and constructed in

(Continued on page 996)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit, claimants on "live" file, new beneficiaries, payments made, average weekly benefit rate all lower in May than April but higher than May 1956, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in May was some 35 per cent below the previous month's total but about 25 per cent higher than that of May 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 104,326 claims were received at local offices of the Unemployment Insurance Commission across Canada in May, compared with 161,304 in April and 84,099 in May 1956.

An inventory of the "live file" on May 31 shows 250,283 claimants having an unemployment register active, of whom 184,106 were males and 66,177 were females. This represents a decline of about one-third from the total shown on April 30—373,609 (300,990 males and 72,619 females); most of the difference was due to a substantial drop in the number of male claimants. On May 31, 1956, claimants numbered 188,927, comprising 132,145 males and 56,782 females.

Adjudications on initial and renewal claims numbered 120,357, of which 70 per cent or 84,988 claims were in the category "entitled to benefit". Of the 32,194 initial claims classed "not entitled to benefit", 23,768, or almost three-quarters of them, were on behalf of claimants failing to fulfil the minimum contribution requirements. Disqualifications arising from initial, renewal and revised claims totalled 20.846 (included are a small number of disqualifications arising from claims considered under the seasonal benefit regulations), the chief reasons being: "voluntarily left employment without just cause", 6,827 cases; "not capable of and not available for work" 5,021 cases and "refused offer of work and neglected opportunity to work" 2,346 cases.

New beneficiaries during May totalled 100,871, in comparison with 155,323 for April and 78,232 for May 1956.

Benefit payments for May amounted to \$26,269,582 in compensation for 1,253,217 weeks, against \$40,392,557 and 1,911,596 weeks for April and \$19,154,627 and 1,005,401 weeks for May 1956. These payments include seasonal benefit.

During May the number of complete weeks (1,155,875) constituted 92 per cent of weeks compensated; during April, complete weeks numbered 1,803,039, constituting 95 per cent of all weeks. The proportion of partial weeks due to excess earnings was close to 75 per cent, against 70 per cent in April.

The average weekly benefit rate was \$20.96 for May, against \$21.13 for April and \$19.05 for May 1956.

The average weekly number of beneficiaries was estimated at 313,300 for May, 477,900 for April and 228,500 for May 1956.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books or contribution cards were issued to 3,369,703 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1957.

At May 31 employers registered numbered 293,849, an increase of 3,017 since March 31.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

^{*}See Tables E-1 to E-4 at back of book.

Enforcement Statistics

During May 1957, there were 5,091 investigations conducted by district investigators across Canada. Of these, 3,703 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 124 were miscellaneous investigations. The remaining 1,264 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 92 cases, 14 against employers and 78 against claimants.* Punitive disqualifications as a

result of claimants making false statements or misrepresentations numbered 685.*

Unemployment Insurance Fund

Revenue received in May totalled \$18,-460,786.19 compared with \$20,407,877.99 in April and \$19,544,469.13 in May 1956. Benefit payments in May amounted to \$26,249,196.58 compared with \$40,374,683.94 in April and \$19,135,164.15 in May 1956. The balance in the fund on May 31 was \$846,819,435.32; on April 30 there was a balance of \$854,607,845.71 and on May 31, 1956, of \$841,996,214.85.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUC-37, June 25, 1957

Summary of the Facts: The carries on a business in the province of as growers of flowers, plants, vegetables and allied products. The company's greenhouses are in the City of ..(A)....., while its head office, including the accounting department, is situated in the City of ..(B)..,

Mrs. was employed by the said company, as a bookkeeper in its . . (B) . . office, from March 8, 1954, to February 7, 1955. Subsequently she applied for unemployment insurance benefit but was unable to show the required number of contributions as no contributions had been made by the company on her account. When requested to make the necessary contributions to the unemployment insurance fund, the company contended that, as it was engaged in horticulture which was an excepted industry under the Unemployment Insurance Act, it was not required to do so. The office of the Unemployment Insurance Commission then advised the company that it was not the industry "which was exempt under the Act but rather the employment" and that therefore contributions were required on behalf of

On January 26, 1956, the company, pursuant to Section 30 of the Act, made a formal application to the Unemployment Insurance Commission for a determination of the question at issue.

The chief coverage officer made application also to the Commission under Section 9 of the Unemployment Insurance Regulations for a decision on whether or not seven other employees of the company employed at its head office in clerical work were engaged in insurable employment.

A hearing was held by the Commission in Ottawa on August 30, 1956. The Commission rendered its decision on October 22, 1956, to the effect that the employment of the seven employees during the respective periods by constituted insurable employment.

From this decision the company appealed to the Umpire. Its solicitors submitted a brief and requested an oral hearing, which was held in Ottawa on April 4, 1957.

Conclusions: I have carefully considered the observations and representations made by the counsel for the company and I fail to see any valid reasons to disagree with the decision of the Unemployment Insurance Commission.

The Act states unequivocally in Section 35 that "in determining whether any employment is or was insurable, regard shall be had to the nature of the work rather than to the business of the employer".

It is not disputed that Mrs. was employed and worked as a bookkeeper. It need hardly be said that bookkeeping cannot be held to be work of a horticultural nature.

(Company's representative) argued that it should be so considered because it is a necessary, integral and inevitable part of

^{*}These do not necessarily relate to the investigations conducted during this period.

the horticulture business. Bookkeeping is an occupation which is carried on in all businesses and therefore hardly peculiar to horticulture.

(Company's representative) also argued that the Act imposes a liability on employers which, but for the said Act, does not exist and, qua employers, it must be strictly interpreted so that, unless the authority seeking to impose the liability can bring the person strictly within the terms of the Act, there is no liability.

It should be recalled that under the Act, the employees pay as much as the employer, (2/5) and that in addition the people of Canada pay 1/5 of the contributions. Moreover, the only section of the Act requiring interpretation in this case is Section 35. As already indicated, its meaning is in no sense ambiguous. On the contrary, it contains a directive which can and must be interpreted literally. Since the determining factor of whether any employment is insurable or not depends on the nature of the work the case resolves itself in a question of fact.

The company's representative further submitted that, as the Unemployment Insurance Commission has omitted to make a regulation including this particular employment pursuant to Section 26 of the Act, such employment should remain excepted employment.

I fail to see the validity of this argument as the legislator in Section 30 of the Act specifically made the determination of questions such as the one at issue a quasi judicial process and not a legislative one.

It was finally submitted by (Company's representative) that the claimant knew that contributions were not being deducted for her by the company and stamps were not being affixed. This is irrelevant and cannot estop her from her rights to having contributions made on her behalf. The Act and Regulations clearly imposed such duty upon the employer.

For these reasons the appeal is dismissed.

This decision will apply to all employees of the company hereinbefore mentioned.

ILO Panel Discussion

(Continued from page 965)

W. A. Campbell, employer delegate to the Conference, said in part:

"....Speaking for the employers of Canada, we can state that, in our opinion, good industrial relations or employee-employer relations, whatever you wish to call it, cannot be created by legislation. In our experience so far, legislation, while imposing restrictions on both Management and Labour, has only done so to a limited degree, and this properly so.

"Legislation should be kept to a minimum. Employers and employees should be left the maximum freedom to work out their common problems without government intervention....In general, the imposition by legislation of more than minimum standards of social services or other forms of compensation is undesirable and should be opposed whenever it goes beyond the minimum necessary for the protection of marginal groups in the community...."

Speaking for Labour, Claude Jodoin, Canadian worker delegate, said in part:

"In Canada it is generally taken for granted that labour-management relations are first and foremost the business of Labour and Management, and that Labour and Management should, within very wide

limits, be left to settle their relations themselves. There is a general reluctance to impose settlements.

"But this does not mean that government simply stands aside and lets the two sides battle it out. The parties are expected to settle their problems within a certain framework of law and public policy. What is the essence of that law and policy? I think it is based on two principles: (a) that there is a public interest in industrial peace; and (b) that workers have the right to organize in unions of their own choice, and to bargain collectively, free of interference by government or employers....

"Government can play a positive role in labour-management relations only when its decisions are subject to the normal checks and balances which characterize a free society, namely free elections, free speech, freedom of association and enlightened public opinion.

"In the absence of these basic features of a truly democratic society, the role of government would tend to become ever more arbitrary and final, destroying the real basis for good labour-management relations, namely the system of free collective bargaining."

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 224 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 164 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included (a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (May report)	151	\$737,781.00
Defence Production (June report)	99	138,492.00
Post Office	18	162,812.64
R.C.M.P.	6	134,187.36

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demo-lition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classifica-tion of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed

by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifica-tions to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa. (b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair

and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of \$9,098.17 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 296 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Nitro Que: R McSween, *repairs to stoops. Valcartier Que: Bouchard & Robitaille Inc, *supply, installation & painting of antisweat insulation on cold water pipes. Barriefield Ont: Vandermeer & Mast, site improvement & planting. Belleville Ont: Terhaar & Vanderdrift, exterior painting of units. Cobourg Ont: Terhaar & Vanderdrift *painting of units. Ottawa Ont: Ottawa Valley Paving. *excavating & paving at Strathcona Heights; O'Leary's (1956) Ltd, *installation of addition to wading pool, Strathcona Heights; Artistic Painting & Decorating Contractors, *exterior painting of projects 3 & 4. Sarnia Ont: Cardinal Painting & Decorating, exterior painting of units; I C B Price, *replacement of basement floors in units. Winnipeg Man: Oswald Decorating Co, exterior painting of units. Moose Jaw Sask: A F Ware, exterior painting of housing units. Regina Sask: Yarnton Decorating Co, exterior painting of housing units. Saskatoon Sask: Rans Construction, *concrete work. Swift Current Sask: A C Belbin, exterior painting of housing units. Yorkton Sask: Melvin Morgotsch, exterior painting of housing units. Cold Lake Alta: Terminal Construction Division of Henry J Kaiser Co of Canada Ltd, site improvement & planting. Victoria B C: Dominion Paint Co, exterior painting of houses.

Department of Citizenship and Immigration

Bersimis Indian Agency Que: Plante & Freres, reroofing of Bersimis day school. Blackfoot Indian Agency Alta: Chas A Pogson, repairs & redecorations to Crowfoot IRS. Lesser Slave Lake Indian Agency Alta: J Mason & Sons Ltd, painting & decorating Wabasca IRS. Lytton Indian Agency B C: T Woodward Roofing & Sheet Metal Co, repairs to roof, St Georges IRS.

Defence Construction (1951) Limited

St John's Nfld: United Neil & Foundry Co Ltd, conversion of furnaces from coal to oil in MQs, Kenna's Hill. Halifax N S: Standard Paving Maritime Ltd, grading & asphalt paving. HMC Dockyard. Newport Corners N S: Ralph & Arthur Parsons Ltd, architectural modifications to standby power bldg, Naval Radio Station. Camp Gagetown N B: Newton Construction Co Ltd, construction of respirator fitting & testing chamber. Chatham N B: McKay Builders Ltd, construction of water reservoir, RCAF Station.

Moncton N B: Modern Construction Ltd, construction of barrack block, HMCS Coverdale. Renous N B: M F Schurman Co Ltd, construction of dangerous goods bldg, RCNAD. Drummondville Que: Benjamin Robidas Ltee, construction of extension to armouries. St Paul l'Ermite Que: Steel Structures & Services Ltd, supply, fabrication & erection of structural steel for phase 111 of bldg 509A; Iberville Construction Inc, construction of dwellings. Valcartier Que: Canadian National Railways, *construction of additional railway siding. Uplands Ont: George A Crain & Sons Ltd, construction of armament bldgs & outside services, RCAF Station. Rivers Man: Leitch Construction Ltd, construction of stage III extension to existing stage II supply bldg, RCAF Station. Winnipeg Man: Commonwealth Construction Co Ltd, reconstruction of Minto Armouries;

Durall Ltd, supply & installation of automatic sprinkler system in bldg No 2; Durall Ltd, installation of convector heating in leanto areas of hangars, RCAF Station. Cold Lake Alta: Poole Construction Co Ltd, construction of LF/MF beacon bldg, fencing & outside services, RCAF Station; Burns & Dutton Concrete & Construction Co Ltd, construction of unit supply bldg type "A". RCAF Station; Terminal Construction Division of Henry J Kaiser Co of Canada Ltd, construction of sports fields, grading & seeding of GCI site, RCAF Station.

Building and Maintenance

Woodstock N B: John Flood & Sons Ltd, construction of boilerhouse, installation of heating system, rewiring & relighting of armouries. Valcartier Que: Grinnell Co of Canada Ltd, installation of automatic sprinkler system, ordnance warehouses 1 & 2. Barriefield Ont: Cardinal Painting & Decorating Co Ltd, exterior painting of units, RCEME school. Kingston Ont: Kingston Roofing & Flooring Co Ltd, reroofing of armouries; Vandervoort Plumbing & Heating Ltd, alterations to boiler room, bldg 20, RMC. London Ont: Clairson Construction Co Ltd, installation of main to connect City of London 16" main & existing 6" main, 27 COD. Ottawa Ont: Shore & Horwitz Construction Co Ltd, renovations to windows & sashes, Wallis House. Camp Petawawa Ont: Dibblee Construction Co Ltd, resurfacing of sidewalks. Peterborough Ont: Ontario Building Cleaning Co Ltd, cleaning, repointing, repair & waterproofing of armouries. Picton Ont: H J McFarland Construction Co Ltd, rehabilitation of roads & hardstands. Gimli Man: Peter Leitch Construction Ltd, replacement of drill hall floor, RCAF Station; Canadian Comstock Co Ltd, conversion of steam heat to forced hot water heating in barrack blocks.

Department of Defence Production

(May Report)

Dartmouth N S: Tasco Sheet Metal & Roofing Co Ltd, re-roofing of hangars 2 & 8, HMCS Shearwater; Tasco Sheet Metal & Roofing Co Ltd, reroofing of hangars 1 & 7, HMCS Shearwater; Tasco Sheet Metal & Roofing Co Ltd, reroofing of hangars 3 & 108, HMCS Shearwater. Debert N S: C F Cox Ltd, replacement of roof, No 4 hangar, RCAF Station. Gorsebrook N S: Rose Construction, lawn maintenance of properties, Anderson Square & Maritime Air Command HQ. Greenwood N S: C F Cox Ltd, replacement of roof, No 4 hangar, RCAF Station; G W Sampson, interior painting of PMQs, RCAF Station. Halifax N S: R P Carey Ltd, landscaping of Anderson Square & Gorsebrook Station; S W Ferguson Ltd, installation & cleaning of windows in PMQs, Windsor Park; Maritime Telegraph & Telephone Co Ltd, maintenance of communication equipment, DND (Navy), HMC Dockyard. Camp McGivney & Fredericton N B: Standish Bros Reg'd, spraying of areas for weed & grass control. Lakeburn N B: Boudreau's Sheet Metal Works, application of bonded built-up roof, No 5 Supply Depot, RCAF Station. Saint John N B: Stephen Construction Co, repairs to roads & parking areas in Barrack Green. Lachine Que: Canadian Hoosier Engineering Co Ltd, installation of In Barrack Green. Lachine Que: Canadian Hoosier Engineering Co Ltd, installation of transformers, bldg No 40, RCAF Station. Montreal Que: Chas Duranceau Ltd, repairs to road, depot & barracks areas, No 25 COD; Martellani & Brunet Co Ltd, repairs to building platforms, No 25 COD; Richard & B A Ryan Ltd, interior painting of bldgs, No 25 COD. St Hubert Que: Broadway Paving Co Ltd, repairs to asphalt roads & runways, RCAF Station. St Jean Que: King Venetian Blinds, installation of blinds, College Militaire Royal; St Johns Painting & Decorating Reg'd, interior painting of recreation centre, bldg No 33, RCAF Station. St Sylvestre Que: Motoculture Moderne Enr, construction of soccer field, RCAF Station. Camp Ipperwash Ont: Len J McCarthy, interior painting of bldgs. Centralia Ont: Elsip Construction Co Ltd, cleaning of sewers. interior painting of bldgs. Centralia Ont: Elgin Construction Co Ltd, cleaning of sewers, PMQs, RCAF Station. Clinton Ont: Ellis-Don Ltd, installation of basement storage & dumbwaiter, RCAF Station; Weatherproofing Ltd, installation of glands in manholes, RCAF Station. Hamilton Ont: H Barnes Plumbing & Heating Ltd, installation of drainage system. HMCS Star. North Bay Ont: Harry Boudreau, removal & replacement of catch basin, No 5 hangar, RCAF Station; Harry Boudreau, application of asbestos shingling on hangar No 5, RCAF Station. Ottawa Ont: Beaver Woodcraft & Display Ltd, alterations to AFHQ Sergeants' Mess, Beaver Barracks. Trenton Ont: P H Davis, installation of powder room facilities & construction of entrance porch, etc, RCAF Station. Winnipeg Man: A M Tallman, repairs to roads, RCAF Station; Carlson Decorating Co, interior painting of bldg No 84, RCAF Station. Saskatoon Sask: Eddie Petit Landscaping, landscaping RCAF Station. Cold Lake Alta: J Robertshaw Refrigeration, inspection & maintenance of refrigeration equipment, GCI Site, RCAF Station. Esquimalt B C: Old Country Decorators Ltd, cleaning & painting of crane, HMC Dockyard. Ladner B C: Neil Meyer, exterior painting of PMQs, Vancouver Wireless Station.

Department of Fisheries

Sorel Que: Marine Industries Ltd, *construction of steel research vessel.

National Harbours Board

Montreal Que: Marine Industries Ltd, *dredging; Edouard Monette Ltee, construction of approach roadway, north shore end, Nun's Island Bridge. Quebec Que: E G M Cape & Co (1956) Ltd, reconditioning & widening of berth No 18.

National Research Council

Ottawa Ont: Wm Malloff Ltd, architectural modifications & duct bank construction for firm power switchgear room, bldg M-5, Montreal Road Laboratories; Sirotek Construction Co Ltd, construction of phase II of Ship Model Testing Basin, Montreal Road Laboratories.

Department of Public Works

Long Pond (Manuels) Nfld: Avalon Dredging Ltd, *dredging. Port aux Basques Nfld: J P Porter Co Ltd, *dredging. Caribou N S: J P Porter Co Ltd, *dredging. Halifax N S: Halifax Shipyards Ltd, *repairs & renewals to Scow PWD No 162. Hunt's Point N S: Mosher & Rawding Ltd, *dredging. Neil's Harbour N S: MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. Petit de Grat N S: J P Porter Co Ltd, *dredging. Campbellton N B: J P Porter Co Ltd, *dredging. Campbellton N B: J P Porter Co Ltd, *dredging. Kouchibouguac River N B: Denis LeBlanc, *dredging. Little Pokemouche Gully N B: Comeau & Savoie Construction Ltd, construction of roadway approach to wharf. Little Shippian N B: Comeau & Savoie Construction Ltd, construction Ltd, construction approach to wharf. Little Shippigan N B: Comeau & Savoie Construction Ltd, construction of wharf approach. North Head N B: Diamond Construction (1955) Ltd, breakwater-wharf replacement. Saint John N B: J P Porter Co Ltd, *dredging. Cap-de-la-Madeleine Que: Rosario Dufresne Inc, alterations & additions to post office bldg. Forestville Que: Lucien Tremblay Ltd, construction of federal bldg; Camille Dufour, wharf repairs. Harrington Harbour Que: Gaspe Construction Inc, harbour improvements. Mistassini Que: Joseph Lemieux, extension to protection wall. Mont Laurier Que: Conrad Forget Inc, addition & alterations to federal bldg. Ste-Angele de Laval Que: Gregoire Richard, construction of protection wall. St Felicien Que: Ludger Lepage & Fils Ltee, repairs to protection works, Parc Sacre-Coeur. Bancroft Ont: Bradford-Hoshal Assoc Ltd, construction of standard post office. Bayfield Ont: Dean Construction Co Ltd, *dredging. Brampton Ont: Andeen Construction Ltd, construction of federal bldg. Near Brantford Ont: Cromar Construction Ltd, construction of Mohawk IRS, Six Nations Indian Agency. Don Mills Ont: Eastern Construction Co Ltd, construction of federal bldg. Hamilton Ont: Quigley Construction Co Ltd, harbour improvements. Kingsville Ont: Ontario Marine & Dredging Ltd, *dredging. Meaford Ont: The McNamara Construction Co Ltd, *dredging. Oakville Ont: W C Brennan Contracting Co, construction of federal bldg. Ottawa Ont: P E Brule Co Ltd, construction of mirror transit bldg at CEF; Doran Construction Co Ltd, construction of office bldg; Sirotek Construction Ltd, construction of addition No 3 to headerhouse at CEF; Canadian Comstock Co Ltd, installation of standby steam main & alterations to existing piping in tunnel at Tunney's Pasture; Shore & Horwitz Construction Co Ltd, construction of Finance bldg, Tunney's Pasture. Owen Sount Ont: The McNamara Construction Co Ltd. *dredging. Port Stanley Ont: J P Porter Co Ltd, *dredging; Russell Construction Co Ltd, harbour repairs & improvements. South Baymouth Ont: Ontario Marine & Dredging Ltd, *dredging. Toronto Ont: Redfern Construction Co Ltd, construction of federal bldg. Meanook Alta: New West Construction Co Ltd, construction of fire hall, storage & implement bldg, etc, Dominion Observatory Station. Fraser River B C: The British Columbia Bridge & Dredging Co Ltd, *dredging at Annieville Channel & channels opposite Searle Elevator & Pacific Coast terminals. Gundersons' Slough B C: Fraser River Pile Driving Co Ltd, renewal of approach & float. Nanaimo B C: Pacific Piledriving Co Ltd, wharf reconstruction. Port Alberni B C: McLellan Contracting Co Ltd, bulkhead repairs. Port Hardy B C: Victoria Pile Driving Co, wharf repairs. Stewart B C: Skeena River Pile Driving Co, construction of boat landing. Vancouver B C: B C Marine Engineers & Shipbuilders Ltd, *overhauling of Dredge PWD No 322 & Tug Keluck. North Vancouver B C: Burrard Drydock Co Ltd, *overhauling of Dredge PWD No 303. Wyclees Lagoon B C: L K Creelman Co Ltd, *dredging. Yellowknife N W T: J B Lundstrom & Einer Broten, wharf extension.

The St. Lawrence Seaway Authority

Lachine Section Que: Metropole Electric Inc, supply & installation of electrical system at St Lambert Lock; Metropole Electric Inc, supply & installation of electric substations at St Lambert, Cote Ste Catherine & Beauharnois Locks & St Louis & Valleyfield bridges. Kingston Ont: Kingston Shipyards, supply of steel flat scows at Beauharnois Canal.

Department of Transport

Margaree Island N S: Campbell & McIsaac, construction of dwelling & oil storage shed & demolition work. Dorval Que: The Highway Paving Co Ltd, additional development at airport; Canamount Construction Ltd, construction of air terminal bldg at airport; J R Robillard Ltee, alterations & additions to Trans-Atlantic Terminal Bldg. Quebec Que: Geo T Davie & Sons Ltd, *construction of twin screw diesel sounding vessel. Riviere du Loup Que: Lewis Brothers Asphalt Paving Ltd, airport development. Saguenay Que: Jean-Joseph Riverin Ltee, additional development at airport. Kenora Ont: Kummen-Shipman Electric Ltd, installation of airport lighting facilities; P G Wallin, construction of VHF omni range bldg & related work. Lumsden Sask: Donald K Forbes, *construction of access roads to VOR & NDB sites. Regina Sask: Stafford Construction Co Ltd, construction of dwelling & demolition work. Carmanah Point B C: A V Richardson Ltd, construction of dwelling & demolition work. Pine Island B C: Blackham's Construction Ltd, additional development at airport. Coral Harbour N W T: Wirtanen Electric Co Ltd, installation of lighting facilities at airport.

Fewer new dwelling units were started or completed in the first five months of this year than last, the Dominion Bureau of Statistics reports.

Number of units in various stages of construction at the end of May was also smaller than a year earlier.

Starts declined to 27,602 units from 40,798; completions fell to 39,253 from 44,441; and the number of units under construction at May 31 dropped to 57,483 from 74,033.

In the United States, non-farm housing starts rose more than seasonally to 102,000 units in May, the Bureau of Labor Statistics, U.S. Department of Labor, has reported.

The May figure, however, was the lowest for that month since 1951. It was down 10 per cent from a year earlier.

At the close of the first five months, starts totalled 405,800 units, about 15 per cent below the comparable 1956 figure.

Recent Regulations

(Continued from page 988)

accordance with the ASME Unfired Pressure Vessels Code with separate drawings and specifications submitted for each diameter and pressure. Those of lesser diameter, if to operate at not more than 30 p.s.i., need not be of registered design.

All expansion tanks are to be constructed of not less than number 10 U.S. gauge material which may be CSA G40 or ASTM 283C or the equivalent as a minimum requirement. Welded tanks are to be fabricated by welders qualified in accordance with the regulations.

Tanks over 30 inches in diameter must be built under shop inspection, and the hydrostatic test pressure must be one and one-half times the design pressure. Tanks 30 inches and under in diameter may be built without shop inspection, in which case the hydrostatic test pressure must be twice the design pressure. If constructed in accordance with a registered design, expansion tanks are to be stamped in the prescribed manner, with the manufacturer submitting an affidavit for every tank.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1957

The consumer price index (1949=100) advanced 0.2 per cent from 121.6 to 121.9 between June and July 1957, to stand 2.9 per cent above the July 1956 index of 118.5*. The rise resulted mainly from a higher food index, with increases in both shelter and household operation also contributing.

Clothing was unchanged, continuing the long period during which this group has shown almost no movement. Other commodities and services were also unchanged, the first month since December 1955 that this group has not registered some upward movement.

The increase in the food index from 117.7 to 118.2 was largely attributable to seasonal items, as prices eased for canned vegetables, sugar, coffee and jam. Price increases for eggs, potatoes, most other fresh vegetables and fruits, and pork proved more important than the scattered price decreases.

Shelter moved from 134.8 to 135.1 on the strength of increases for both rents and home-ownership, the latter reflecting continued price increases in residential building materials and wage rates.

Higher prices for appliances, together with increases for items of furniture, household equipment and domestic help, moved the household operation index from 119.1 to 119.6.

Scattered changes in clothing left the total index at 108.4. Price increases were reported for women's hosiery but there were reductions in some items of children's wear.

Small increases for newspapers, prepaid health care and some personal care items were balanced by somewhat lower prices for new passenger cars and gasoline as the other commodities and services index was unchanged at 126.5.

Group indexes one year earlier were: food 114.4, shelter 132.7, clothing 108.6, household operation 116.7, and other commodities and services 121.1.

City Consumer Price Indexes, June 1957

Eight of the ten regional city consumer price indexes (1949=100) were higher between May and June 1957*. Increases ranged from 0.1 per cent in Saint John to 0.8 per cent in Saskatoon-Regina. The Halifax index was unchanged, while that for Vancouver declined 0.4 per cent.

A number of foods were higher in most cities, notably beef, pork, veal, lamb, fresh fruits and vegetables and corn flakes. Prices were generally lower for eggs, potatoes, coffee, tea, fresh tomatoes and some canned vegetables. Increases were reported in a number of the regional cities for shoe repairs, inter-urban bus fares, pharmaceuticals and some personal care items.

Regional consumer price index point changes between May and June were as follows: Saskatoon-Regina +0.9 to 118.8; Montreal +0.8 to 121.5; Ottawa +0.4 to 123.2; Winnipeg +0.4 to 119.6; Edmonton-Calgary +0.3 to 118.4; St. John's +0.2 to 109.5†; Toronto +0.2 to 125.2; Saint John +0.1 to 122.0; Vancouver -0.5 to 121.5. Halifax remained unchanged at 119.1.

Wholesale Prices, June 1957

Canada's general wholesale price index (1935-39=100) remained unchanged at 228.0 between May and June. This is the same level as December last year, and 0.7 per cent higher than in June 1956.

Of the three component groups that moved up from May, only animal products showed a significant increase. Mainly responsible for the 1.9-per-cent upward movement of animal products were higher prices for hides and leather; fresh milk in Montreal, Vancouver and Victoria; evaporated milk; eggs in most centres; and all livestock and fresh meats, with the exception of beef and poultry.

Increased prices for steel scrap moved the iron products group slightly higher from 252.6 to 253.1. Non-metallic minerals increased fractionally from 188.8 to 188.9.

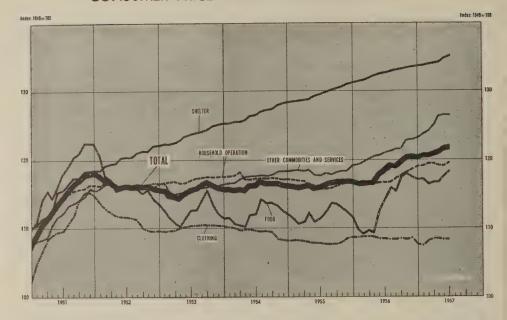
Decreases recorded in four of the five remaining groups were less than 1 per cent, with the exception of non-ferrous

^{*}See Table F-1 at back of book.

^{*}See Table F-2 at back of book.

tOn base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951



metals, which declined 2.3 per cent from 180.4 to 176.3. In vegetable products, prices were lower for potatoes, oranges, vegetable oils, sugar, hay and most grains; these decreases slightly outweighed higher prices for raw rubber, molasses, coffee and cocoa products, to move the index down 0.5 per cent.

Lower prices for copper sulphate, wood alcohol and paint materials contributed to the slight decrease of 0.3 per cent in chemical products, while in wood products the fractional decline of 0.1 per cent resulted from decreased prices of merchantable spruce outweighing increased prices for cedar bevel siding. Textile products remained unchanged at 237.1.

The index of farm product prices at terminal markets was slightly higher in June at 208.4 compared with 206.4 for May, as opposing movements were evidenced by the two major component groups. Animal products advanced 2.7 per cent from 255.3 to 262.2 while the field products index declined 1.8 per cent from 157.5 to 154.6. Regional composite indexes both showed improvement, with the eastern index rising

from 223.0 to 224.2 and the western series from 189.8 to 192.6.

The index of residential building material prices at 294.3 in June was almost unchanged from 294.5 in May, and the index of non-residential building materials prices (1949=100) moved down slightly from 130.2 to 129.5.

U.S. Consumer Price Index, June 1957

The United States consumer price index (1947-49=100) rose to a new high—the tenth in a row—between mid-May and mid-June, climbing 0.5 per cent from 119.6 to 120.2. Since March 1956, the index has risen in every month but one for a total rise of 4.8 per cent over that period.

Three-quarters of the latest increase was the result of higher food costs.

U.K Index of Retail Prices, May 1957

The United Kingdom index of retail prices (Jan. 1956=100) increased slightly from 104.5 to 104.6 between mid-April and mid-May. At the beginning of the year the index stood at 104.4.

STRIKES AND LOCKOUTS

June 1957

During June 1957, there were 43 strikes in existence, 20 of which began during the month. These strikes involved a total of almost 18,400 workers and resulted in time loss of more than 220,000 man-days. The time loss for June was greater than that reported in any month this year and close to 50 per cent above the figure for May. The figure was also greatly in excess of the 78,000 days time loss reported for June 1956.

The important contributors to the increased time loss were strikes at the plant of the Aluminum Company of Canada in Arvida, at Lever Brothers Limited in Toronto, and the general work stoppage of fishermen on the coast of British Columbia. All these strikes involved large numbers of workers.

During the month, however, settlements were reported in 21 strikes involving some 4,300 workers. None of these strikes contributed greatly to the total time loss in June, but during the total time they were in effect, they accounted for some 53,800 days of time loss.

The strikes that began during the month were relatively small and involved fewer than 7,500 workers. These 20 work stoppages accounted for fewer than 43,000 man-days of the time loss during the month. The 23 strikes that were in progress prior to June and not settled during the month accounted for most of the time loss during the period.

In Table G-1 at the back of this issue, comparisons are made between the numbers of strikes and lockouts in existence during the first six months of this year and during the same months of last year. The approximate number of workers involved in these stoppages and the time loss resulting from them are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also shown.

Table G-2 deals more specifically with the stoppages in existence during June 1957. Individual stoppages are listed by industry and by date, showing the workers involved, the time lost, the major issues involved, and the main terms of settlement where applicable.

United Kingdom, 1956

Work stoppages in the United Kingdom caused by industrial disputes totalled 2,654 in 1956. Of these, 2,648 began in 1956 while six were begun in 1955 and continued into 1956.

Workers involved by stoppages in progress in 1956 totalled nearly 508,000. Of these, about 43,000 were indirectly involved. In the previous year nearly 671,000 workers were involved in work stoppages.

Total number of workdays lost in 1956 due to stoppages in progress was 2,083,000, compared with 3,781,000 lost in 1955.

The number of workers involved in all stoppages in progress during the year represented less than 2 per cent of the total number of employees in civil employment. Loss of time for each of the workers involved averaged about five working days during the year.

United States, June 1957

Fewer workers and fewer man-days of idleness resulted in the United States from labour-management disputes in the first six months of 1957 than in any postwar period, according to the U.S. Department of Labor.

The number of strikes was below the first six months of any year since World War II, except 1948 and 1954. There were an estimated 2,075 strikes in the first half of 1957, which idled 744,000 persons for 7,570,000 man-days.

There was a decline in the number of strikes and strikers in June, but idleness remained at the May level, 1.85 million man-days. This was below the June 1956 figure but there were more stoppages. Some 220.000 workers were idled by 600 strikes, 400 of which began in June, and idled 140.000 workers.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 108

Annual Reports

- 1. American Labor Education Service. Report for the year 1956. New York, 1956. Pp. 10.
- 2. Australia. Public Service Board. Thirty-Second Report on the Public Service of the Commonwealth, 1955-56. Canberra, Government Printer, 1956. Pp. 36.
- 3. Australian Stevedoring Industry Board. Report by the Australian Stevedoring Industry Authority on the Operations of Australian Stevedoring Industry Board during the Year ended 30th June, 1956. Sydney, 1957. Pp. 47.
- 4. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. Report of the Director of Canadian Vocational Training for the Fiscal Year ending March 31, 1956. Ottawa, Queen's Printer, 1957. Pp. 19.
- 5. CENTRAL MORTGAGE AND HOUSING CORPORATION. Annual Report, 1956. Ottawa, 1957. Pp. 48.
- 6. CIVIL SERVICE CLERICAL ASSOCIATION. Fifty-Fourth Annual Report, 1956. London, 1956. 2 Volumes.
- 7. Indian National Trade Union Congress. A Brief Review of the Eighth Annual Session, May 1956. New Delhi, 1956. Pp. 134.
- 8. Japan. Ministry of Labor. Division of Labor Statistics and Research. Year Book of Labor Statistics, 1955. Tokyo, 1956? Pp. 426.
- 9. Manitoba. Department of Labour. Annual Report for the Fiscal Year ending March 31st, 1956. Winnipeg, 1956. Pp. 65.
- 10. Manitoba. Department of Labour. Annual Wage and Salary Survey, 1956. Winnipeg, 1956. Pp. 67.
- 11. Manitoba Provincial Federation of Labor. Report of Proceedings Second Annual Convention held in Winnipeg, November 3rd, 4th, 1956. Winnipeg, 1956. Pp. 46.

- 12. NEW BRUNSWICK. DEPARTMENT OF HEALTH AND SOCIAL SERVICES. SOCIAL SERVICES BRANCH. Annual Report for the Fiscal Year ended March 31st, 1956. Fredericton, 1956. Pp. 60.
- 13. New York (State). Department of Labor. Division of Research and Statistics. Injury Rates in New York State Industries, 1955. New York, 1956. Pp. 55.
- 14. NEW ZEALAND. CENSUS AND STATISTICS DEPARTMENT. Report on the Industrial Accidents Statistics of New Zealand for the Year 1954. Wellington, Government Printer, 1956. Pp. 64.
- 15. South Africa. Department of Labour. Report for the Year ended 31st December, 1954, with which are included the Reports of the Wage Board and the Workmen's Compensation Commissioner. Pretoria, Government Printer, 1955. Pp. 79.
- 16. United Nations. Economic Commission for Europe. Annual Bulletin of Transport Statistics for Europe, 1955. Geneva, 1956. Pp. 102.
- 17. U.S. DEPARTMENT OF LABOR. Forty-Third Annual Report, 1955. Washington, G.P.O., 1957. Pp. 96.
- 18. U.S. Interstate Commerce Commission, Bureau of Transport Economics and Statistics. Accident Bulletin No. 123. Summary and Analysis of Accidents on Steam Railways in the United States Subject to the Interstate Commerce Act, Calendar Year 1954. Washington, G.P.O., 1955. Pp. 95.
- 19. U.S. NATIONAL SCIENCE FOUNDATION. Sixth Annual Report for the Fiscal Year ended June 30, 1956. Washington, G.P.O., 1956. Pp. 189.
- 20. U.S. RAILROAD RETIREMENT BOARD. Annual Report for the Fiscal Year ended June 30, 1956. Washington, G.P.O., 1957. Pp. 181.
- 21. WISCONSIN. STATE BOARD OF VOCATIONAL AND ADULT EDUCATION. VOCATIONAL REHABILITATION DIVISION. Vocational Rehabilitation Annual Report, 1956. Madison, 1956. Pp. 14.
- 22. Workers' Educational Association (Great Britain). Annual Report, Statement of Accounts, and Statistical Tables for the Period 1st June, 1955 to 31 July, 1956. London, 1957. Pp. 90.

Canada at Work Broadcasts

- 23. CAMPBELL, IAN. Employment for the Handicapped Today, by Ian Campbell, Noel Meilleur and A. G. Wilson. Ottawa, Dept. of Labour, 1956. Pp. 4.
- 24. CAMPBELL, IAN. A Report on the Rehabilitation of the Disabled. Ottawa, Dept. of Labour, 1956. Pp. 4.
- 25. Carver, Belle. Visiting Homemakers. Ottawa, Dept. of Labour, 1956. Pp. 3.
- 26. CHANT, DOUGLAS. Safety is Everybody's Business. Ottawa, Dept. of Labour, 1956. Pp. 4.
- 27. Duffett, Walter. Professional Manpower in Canada. Walter Duffett interviewed by G. G. Blackburn. Ottawa, Dept. of Labour, 1956. Pp. 5.
- 28. Montague, J. T. Labour Organization in Canada. Ottawa, Dept. of Labour, 1956. Pp. 4.
- 29. Morrison, G. M. The Demand for University Graduates, by G. M. Morrison and G. G. Blackburn. Ottawa, Dept. of Labour, 1956. Pp. 4.

Canada's Economic Prospects

The following seven studies were prepared for the Royal Commission on Canada's Economic Prospects.

30. Barber, Clarence Lyle. The Canadian Electrical Manufacturing Industry. Ottawa, Queen's Printer, 1956. Pp. 87.

Contents: Growth and Development of the Industry. Labour Force, Equipment and Technology. The Canadian Market for Electrical Apparatus. The Export Market for Canadian Electrical Apparatus. Prospective Developments. Summary and Conclusions.

31. CANADIAN BANK OF COMMERCE. Industrial Concentration; a Study of Industrial Patterns in the United States, the United Kingdom and Canada. Ottawa, Queen's Printer, 1956. Pp. 62.

The report concludes that: an anti-trust policy is necessary to protect the public interest; anti-trust policy should be flexible; and the Restrictive Trade Practices Commission should set forth standards for defining monopolistic practices.

32. Morgan, Lucy. The Canadian Primary Iron and Steel Industry. Ottawa,

Queen's Printer, 1956. Pp. 104.

Contents: Definition and Description of the Industry. Relative Size and Importance of the Industry. Growth of the Industry before World War II. Wartime and Postwar Growth. The Role of Imports. Costs and Productivity. Profits and Prices. Freight Costs. The Tariff. Overseas Competition. Factors affecting Steel Expansion. The Longer-Term Outlook.

33. SUN LIFE ASSURANCE COMPANY OF CANADA. The Canadian Automotive Industry. Ottawa, Queen's Printer, 1956. Pp. 119.

Contents: Development of the Canadian Automotive Industry. The Demand for Motor Vehicles. The Position of the Industry Today. Trends in Prices and Costs. The Outlook: 1960-1980.

34. URWICK, CURRIE LIMITED. The Canadian Industrial Machinery Industry. Ottawa, Queen's Printer, 1956. Pp. 31.

Partial Contents: Size and Location of Firms. Products Made. Ownership and Control. Employment and Wages. The Domestic Market. The Export Market. Factors affecting the Trading Position. Efficiency of Operations. Class of Labour employed. Capital Investment. Research and Development. Future Prospects for the Industry.

35. Urwick, Currie Limited. The Nova Scotia Coal Industry. Ottawa, Queen's Printer, 1957. Pp. 34.

A study of the part of the Nova Scotia coal industry controlled by the Nova Scotia Steel and Coal Company Limited and Dominion Coal Company Limited. These two companies account for over 90% of the total output of the coal industry in Nova Scotia.

36. Woods (J. D.) AND GORDON, LIMITED, TORONTO. The Canadian Agricultural Machinery Industry. Ottawa, Queen's Printer, 1956. Pp. 47.

The report concludes "... We do not believe any large future expansion of the industry should be anticipated in Canada. The advantages to be gained through the use of large specialized plants, combined with the advantage in the geographical location of these plants in the United States to serve approximately 75% of the combined Canadian-United States market appears to more than offset any factors favouring extensive expansion in Canada."

Canadian Occupational Monographs

- 37. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. Careers in Construction. Ottawa, Queen's Printer, 1957. Pp. 40.
- 38. CANADA. DEPARTMENT OF LABOUR. ECONOMIC AND RESEARCH BRANCH. Careers in Natural Science and Engineering. Rev. ed. Ottawa, Queen's Printer, 1953. Pp. 65.
- 39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. Motor Vehicle Mechanic. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 28.
- 40. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. Painter (Construction and Maintenance). Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 12.
- 41. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. Plumber, Pipe Fitter and Steam Fitter. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 20.

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Printing Trades*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 40.

Civil Service

43. ABRAMOVITZ, Moses. The Growth of Public Employment in Great Britain, by Moses Abramovitz and Vera F. Eliasberg. A Study by the National Bureau of Economic Research, New York. Princeton, Princeton University Press, 1957. Pp. 151.

Surveys major developments in growth of the British government from 1890 to 1950 in terms of the number of people employed, etc. Includes a comparison of some of the trends in the size of government in Great Britain with those in the United States.

44. U.S. CIVIL SERVICE COMMISSION. The Government Personnel System; a Guide for Federal Executives and Supervisors. Rev. ed. Washington, G.P.O., 1956, i.e. 1957. Pp. 26.

Partial Contents: The Personnel System in Operation: Setting up the Job; Pay; Filling a Civil Service Job; Career-conditioned Appointment; Transfer; Reassignment; Promotion; Reinstatement. The Employee on the Job: Orientation and Training; Communications; Employee Groups; Conduct and Discipline; Employee Problems and Grievances; Performance Evaluation; Incentive Awards; Leave; Firing; Reducing Staff; Group Life Insurance. Retirement. Organization for Personnel Administration: The Agency Personnel Office. The Civil Service Commission.

Conferences

45. Conference on Problems of the White Collar Worker, Washington, D.C., 1956. Labor looks at the White Collar Worker. Proceedings of Conference (held on December 13 and 14, 1956)... Washington, Industrial Union Dept. AFL-CIO, 1957. Pp. 79.

The following gave addresses to the Conference: George Meany, Walter Reuther, James B. Carey, Secretary-Treasurer, Industrial Union Dept., AFL-CIO, William F. Schnitzler, Secretary-Treasurer, AFL-CIO, and Nelson Cruikshank, Director, Dept. of Social Security, AFL-CIO. The following papers were given followed by a discussion on each: Today's White Collar Worker, by Stanley H. Ruttenberg, Director of Research, AFL-CIO; The Wilting White Collar, by Louis McKinstry of the Retail Clerks International Association; How will Automation affect the White-Collar Worker? by Allen V. Astin, Director, National Bureau of Standards; and, the Answer for the White-Collar Worker, by John W. Livingston, Director of Organization, AFL-CIO.

46. International Labour Conference. 39th, Geneva, 1956. Record of Proceedings. Geneva, International Labour Office, 1956. Pp. 818.

- 47. NATIONAL CONFERENCE OF LABOUR WOMEN. Report of the Thirty-Third... Conference...held at London on April 10, 11 and 12, 1956. London, The Labour Party, 1956. Pp. 56.
- 48. New Zealand Federation of Labour. Minutes and Report of Proceedings of the Nineteenth Annual Conference held in... Wellington, May 1, 2, 3, 4, 1956. Wellington, 1956. Pp. 95.

Economic Conditions

- 49. Canada. Bureau of Statistics. National Accounts Income and Expenditure, 1950-1955. Ottawa, Queen's Printer, 1956. Pp. 56.
- 50. Easterbrook, William Thomas. Canadian Economic History, by W. T. Easterbrook and Hugh G. J. Aitken. Toronto, Macmillan, 1956. Pp. 606.

The authors begin with the voyage of John Cabot from Bristol to Newfoundland in 1497 and continue to the 1950's. Among the topics dealt with are the early fur trade, railroads, money and banking in the Canadian economy, the wheat trade, labor and labor organizations and investment and trade.

51. U.S. Congress. Joint Committee on the Economic Report. January 1957 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-fifth Congress, First Session pursuant to Sec. 5(a) of Public Law 304 (79th Congress) Washington, G.P.O., 1957. Pp. 792.

Hearings held from January 28th to February 6th, 1957.

Insurance

- 52. Institute of Life Insurance, New York. Summary of Information on: Group Accident and Sickness Insurance for Employees. New York, 1956. Pp. 7.
- 53. Institute of Life Insurance, New York. Summary of Information on: Group Life Insurance for Employees. New York, 1956. Pp. 7.
- 54. Institute of Life Insurance, New York. Summary of Information on: The Insured Pension Plan for Employees. New York, 1956. Pp. 7.

International Agencies

- 55. Canada. Department of External Affairs. Information Division. Canada and the International Labour Organization. Ottawa, 1956. Pp. 4.
- 56. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. INFORMATION DIVISION. Canada's Contributions to United Nations. Ottawa, 1957. Pp. 5.

57. ORGANIZATION FOR EUROPEAN ECONOMIC Co-operation. Rules of Procedure of the Organization. September 1956. Paris, 1956. Pp. 65.

Labouring Classes

58. California. University. Heller Com-MITTEE FOR RESEARCH IN SOCIAL ECONOMICS. Quantity and Cost Budgets for Two Income Levels; Prices for the San Francisco Bay Area, September 1956. Family of a Salaried Junior Professional and Executive Worker; Family of a Wage Earner. Issued by the Heller Committee for Research in Social Economics, University of California, Emily H. Huntington, chairman (and others). Berkeley, 1957. Pp. 88.

59. Curtis, C. H. Labour Arbitration Procedures; a Study of the Procedures followed in the Arbitration of Union-Management Disputes in the Manufacturing Industries of Ontario. Kingston, Department of Industrial Relations, Queen's University, 1957. Pp. 90.

This study "... is particularly interested in finding out how the parties actually carry

out arbitration, what procedures they follow, and what their common practices are."

Partial Contents: The Nature of Arbitration. The Provision for Arbitration in Collective Agreements. Procedures leading to the Appointment of the Arbitrator. The Arbitration Hearing. The Arbitrator's Award.

60. Russell, Rex C., Comp. The "Revolt of the Field" in Lincolnshire; the Origins and Early History of Farm-Workers' Trade Unions. Louth? Eng. Lincolnshire County Committee, National Union of Agricultural Workers, 1956? Pp. 168.

A history of English farm-workers' trade unions in the last quarter of the nineteenth century.

61. Schaefer, Willfried. The Unions and Productivity; Practical Experience and Training in Western Germany. Paris, O.E.E.C., n.d., 1957? Pp. 38.

Points out that the West German trade unions are training their members to take an effective part on works councils and thus are helping the workers to feel that they are participating more actively in production.

Wages and Hours

62. HARPER, FLOYD ARTHUR. Why Wages rise. Irvington-on-Hudson, N.Y., Foundation for Economic Education, inc., 1957. Pp. 124.

The author's thesis is that money wages in the U.S. have increased because of increased production and inflation.

63. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATIS-TICS. Wages and Hours in All-Year Hotels in New York State, January 1956. New York, 1956. Pp. 47.

64. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. Distribution of Employees according to Wage Rates paid Period: May, 1956. Montreal, 1956. Pp. 9.

65. Printing Industry Parity Committee FOR MONTREAL AND DISTRICT. Hourly Wages Rates paid in the Printing Industry in the Montreal area as at May 31st, 1956. Montreal, 1956. Pp. 14.

Women — Employment

66. Editorial Research Reports. Women's Place in the Economy, by Helen B. Shaffer. Washington, 1957. Pp. 105-121.

Deals with wages and labor legislation pertaining to women workers and suggests possible future for women workers in fields where a shortage of labor exists.

67. U.S. Women's Bureau. Job Horizons for the College Woman. Washington, G.P.O., 1956, i.e. 1957. Pp. 53.

Chapter 1 contains some suggestions for careers in accounting, administrative work, banking, civil service, engineering, health banking, civil service, engineering, health services, home economics, insurance, library science, mathematics and statistics, music, physical sciences, real estate, secretarial physical sciences, real estate, secretarial work, social work, teaching, and writing and editing. Chapter 2 outlines job-finding techniques. Chapter 3 discusses some practical considerations. Chapter 4 contains a survey of occupations of employed women.

68. ZAPOLEON, MARGUERITE (WYKOFF). The College Girl looks ahead to Her Career Opportunities. 1st ed. New York, Harper, 1956. Pp. 272.

Tells briefly about some occupations available to women college graduates. Includes information on openings for homemakers, educators, secretaries and other clerical workers, musicians, artists, actresses, social and religious workers and counselors, home economists, writers, editors, linguists, librarians, occupations in business, government workers, politicians, and lawyers, social scientists, natural scientists, engineers, archivets and occupations in transportation and tects and occupations in transportation and broadcasting.

Miscellaneous

69. CANADA. BUREAU OF STATISTICS. Awards for Graduate Study and Research, 1957. Rev. ed. Ottawa Queen's Printer, 1957. Pp. 158.

70. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. INFORMATION DIVISION. Canada's Post-War Financial Assistance Abroad. Ottawa, 1956. Pp. 4.

71. CANADIAN POLITICAL SCIENCE ASSOCIA-TION. The Role of Statistics in the Formulation of Policy by Business. Proceedings of a Symposium held at the 26th Annual Meeting of the Canadian Political Science Association. Ottawa, Dominion Bureau of Statistics, 1954. Pp. 83.

72. Fraser, (Sir) Ian, ed. Conquest of Disability; Inspiring Accounts of Courage, Fortitude, and Adaptability in conquering Grave Physical Handicaps. New York, St. Martin's Press, 1956. Pp. 224.

Personal accounts by people who have conquered such physical handicaps as color blindness, blindness, polio, deafness, spinal injuries, amputations, etc. Contributors include General Sir Adrian Carton de Wiart, St. John Ervine, the author, and Douglas Bader, et al.

73. Niebel, Benjamin W. Motion and Time Study; an Introduction to Methods, Time Study, and Wage Payment. Homewood, Ill., R. D. Irwin, 1955. Pp. 433. Discusses "the place of the methods, time study, and wage payment function in industry, describing the techniques used to conduct proved methods programs that will result in substantial savings in labor and material for any type of business. The author presents accepted and proved techniques of work measurement and outlines the many helpful controls made possible after fair time standards have been developed. The requirements and methods of installation of sound wage payment plans are discussed in detail."

74. SOLOVEYTCHIK, GEORGE. Benelux. Toronto, Canadian Institute of International Affairs, 1956. Pp. 24.

Brief history of the Benelux economic union between Belgium, Holland and Luxemburg.

Report on Training, Recruitment of Skilled Manpower Now Available

A report on a survey of the training of skilled manpower in Canada, conducted by the Department's Economics and Research Branch, has just been published. Its title is Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada 1951-1956.

In the survey it was found that in 1956 organized trade training programs were concentrated mainly in the manufacturing group of industries. These industries contained 89 per cent of the establishments which had such programs in four industrial groups, the other three groups being mining, transportation and communication, and public utilities. Of the total number of persons being trained under these plans, manufacturing accounted for 80 per cent.

But since manufacturing accounted for 6,187 out of the 7,360 establishments in the survey, the preponderance of establishments with training programs in the manufacturing industries was due to the size of the group rather than to any special attention being given to organized training in those industries. Moreover the estab-

lishments in manufacturing which had such programs were found to be concentrated mainly in three industries; printing, publishing, and allied industries; transportation equipment; and iron and steel products.

The industry with the highest proportion of establishments running training programs was public utilities, the percentage there being 34, compared with 29 per cent in manufacturing. The percentage of manufacturing establishments carrying on organized training programs was higher in the larger than in the smaller establishments.

In 1956, 90 per cent of all establishments which had apprenticeship training in the four industry groups surveyed and 81 per cent of all apprentices in these groups were in manufacturing. However, only 25 per cent of the establishments in manufacturing had apprenticeship training. The proportion of establishments with such programs was lower in the other three industry groups.

Copies of the report may be obtained from the Queen's Printer at a price of 25 cents each.

Labour Day Messages

(Continued from page 931)

Canada can be proud of its workers, who are among the best in the world. And this pride should not be expressed solely in words. Those who make such an important contribution to our prosperity should be enabled to share in that prosperity.

During the labour year beginning today, I hope that we may pass through a decisive stage, in Canada, in the field of social security—health insurance in particular—economic stabilization and the struggle against unemployment. I also hope for effective recognition and protection of the

right of association and the exercise of that right, so that the workers may never again have to live through such difficult hours as they have seen in Murdochville. The Canadian and Catholic Confederation of Labour, which has been fighting for social justice for more than 30 years, will do its share in the pursuit of these objectives

To all workers, men and women, and to their families, I wish to express, on behalf of the CCCL, most friendly greetings, deepest admiration, and my best wishes on the occasion of Labour Day.

LABOUR STATISTICS

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A-Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 18, 1957

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force		:					
Both Sexes	5,881	112	444	1,640	2,165	1,030	490
Agricultural	776	* .	· 49	181	194	332	18
Non-Agricultural	5,105	110	395	1,459	1,971	698	472
Males	4,474	91	348	1,275	1,583	810	367
Agricultural.	737	*	46	178	183	312	17
Non-Agricultural.	3,737	90	302	1,097	1,400	498	350
Females	1,407	21	96	365	582	220	123
Agricultural	39	*	*	*	11	20	*
Non-Agricultural.	1,368	20	93	362	571	200	122
All Ages. 14-19 years. 20-24 years. 25-44 years. 45-64 years. 65 years and over.	5,881 545 743 2,709 1,648 236	112 15 17 51 27	444 43 57 195 127 22	1,640 195 235 755 406 49	2,165 175 252 1,005 636 97	1,030 84 128 472 299 47	490 33 54 231 153 19
Persons with Jobs							
All status groups. Males. Females.	5,687	7 104	413	1,569	2,112	1,015	474
	4,302	84	319	1,211	1,538	797	353
	1,385	20	94	358	574	218	121
Agricultural	773	*	49	180	19 2	33 2	18
Non-Agricultural	4,914	102	364	1,389	1,920	683	456
Paid Worker	4,459	89	320	1,251	1,765	625	409
	3,202	71	239	916	1,239	440	297
	1,257	18	81	335	526	185	112
Persons Without Jobs and Seeking Work							
Both Sexes	194	*	31	71	53	15	16
Persons not in the Labour Force		i					
Both Sexes. Males. Females.	5,087	151	453	1,472	1,633	905	473
	977	45	93	257	294	180	108
	4,110	106	360	1,215	1,339	725	365

^{*} Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

Source: DBS Labour Force Survey

		k Ended v 18, 1957		k Ended l 20, 1957	Week Ended May 19, 1956		
_	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (')	Total	Seeking Full-Time Work (1)	
Total looking for work. Without Jobs. Under 1 month. 1— 3 months. 4— 6 months. 7—12 months. 13—18 months. 19—and over.	68 51	195 183 — — —	321 306 76 108 102 12 *	305 292 ——————————————————————————————————	181 165 43 59 42 14 *	170 156 — — — —	
Worked	14 * 10	12	15 * 11	13 *	16 *	14 * 10	

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column. * Less than 10,000.

B-Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation Communication, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949 Average	49	214	47	169	147	21	647
1950 Average	55	231	47	180	156	24	693
1951 Average	72	272	52	208	178	28	810
1952 Average	76	303	63	233	199	32	906
1953 Average	73	329	70	252	217	35	976
1954 Average	73	323	69	261	239	35	1,000
1955 Average	77	342	78	278	256	37	1,068
1956 Average	87	379	93	307	283	41	1,190
1956—May June. July. August. September. October. November. December.	78 89 95 98 99 104 98	377 381 382 382 392 394 397 397	92 105 105 108 110 114 101 90	301 311 317 319 324 324 325 327	281 288 281 286 299 294 300 295	40 41 43 43 44 43 44 43	1,169 1,215 1,223 1,236 1,268 1,273 1,265 1,248
1957—January	87	384	76	310	298	42	1,197
February	85	389	74	316	299	42	1,205
March	77	393	73	317	302	43	1,205
April	73	395	82	324	300	43	1,217
May	86	398	95	330	311	43	1,263

C-Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,664,685.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

		Industrial	Composite ¹	L	Manufacturing			
Year and Month	In	dex Numb	ers	Average	In	ers	Average	
rear and month	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	Weekly Wages and Salaries	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	Weekly Wages and Salaries
1949—Average. 1950—Average. 1951—Average. 1952—Average. 1953—Average. 1954—Average. 1955—Average.	100.0 101.5 108.8 111.6 113.4 109.9 112.5 120.1	100.0 106.0 125.6 140.3 151.5 151.3 160.1 180.5	100.0 104.4 115.5 126.0 133.4 137.1 141.7	42.96 44.84 49.61 54.13 57.30 58.88 60.87 64.18	100.0 100.9 108.0 109.3 113.3 107.7 109.3 115.4	100.0 106.2 126.1 139.7 152.4 150.0 158.4 175.5	100.0 105.1 116.6 127.6 134.2 138.6 144.1 151.2	43.97 46.21 51.25 56.11 59.01 60.94 63.34 66.47
1956—Apr. 1. May 1. June 1. July 1. Aug. 1. Sept. 1. Oct. 1. Nov. 1. Dec. 1.	115.2 119.7 124.2	168.4 172.3 179.0 187.6 189.9 191.0 194.5 195.4 194.3	147.6 148.8 148.8 150.3 150.8 151.3 153.8 154.2 153.9	63.43 63.93 63.93 64.56 64.77 65.01 66.07 66.24 66.11	113.4 114.1 115.4 118.0 117.9 118.0 118.6 118.6	171.2 174.2 175.6 180.6 179.2 180.1 184.4 185.9 185.6	150.1 151.7 151.1 152.1 151.1 151.7 154.6 155.9 156.4	66.02 66.70 66.46 66.89 66.44 66.71 67.97 68.53 68.78
1957—Jan. 1. Feb. 1. Mar. 1. Apr. 1.	121.4 118.6 118.1 117.8	180.3 184.7 185.8 185.8	148.0 155.2 156.8 157.1	63.58 66.66 67.36 67.50	114.8 115.1 115.0 115.3	171.7 182.0 182.3 184.2	148.8 157.3 157.6 158.9	65.44 69.17 69.29 69.86

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

	Employm	ent Index 1	Numbers		Average Weekly Wages as Salaries, in Dollars			
Area	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956		
(a) Provinces								
Newfoundland Prince Edward Island Nova Scotia. New Brunswick Quebec Ontario. Manitoba. Saskatchewan Alberta (including Northwest Territories). British Columbia (including Yukon).	107.1 97.6 94.8 100.4 116.2 121.3 106.0 112.2 143.9 118.8	115.1 95.5 97.8 103.3 117.6 120.9 106.1 112.6 144.2 115.9	117.7 105.7 95.2 102.0 111.4 116.7 102.9 108.3 134.4 113.2	61.22 52.02 56.48 58.99 64.82 69.96 62.47 64.10 69.38 73.23	60.76 51.65 56.35 59.03 64.96 69.64 62.78 64.68 69.79 72.84	55.96 46.43 52.19 54.97 60.58 66.14 59.67 60.01 65.33 68.65		
Canada	117.8	118.1	113.5	67.50	67.36	63,43		
(b) Metropolitan Areas St. John's Sydney Halifax Saint John Quebec Sherbrooke Three Rivers Drummondville Montreal Ottawa—Hull Peterborough Oshawa Niagara Falls St. Catharines Toronto Hamilton Brantford Galt Kitchener Sudbury London Sarnia Windsor Sault Ste. Marie Ft. William—Pt. Arthur Winnipeg Regina Saskatoon Edmonton Calgary Vancouver Victoria	112.8 12.6 122.0 116.5 107.3 173.6 117.4 130.1 113.8 88.4 114.5 113.4 139.1 101.9 103.6 103.6 117.1 101.9 103.6 117.1	114.6 92.4 120.4 112.2 105.6 109.4 112.0 112.0 112.0 113.1 113.7 129.3 113.7 113.2 113.7 113.2 113.7 113.2 113.7 114.6 114.5 167.2 153.1 116.4 117.9	115.1 89.7 117.6 109.1 104.0 106.2 108.8 77.0 115.3 114.5 170.4 116.3 123.1 125.1 110.0 92.8 107.3 125.1 110.0 102.3 128.4 109.2 119.8 102.3 110.2 110.2 110.2 110.2 110.2 110.2 110.2 111.8	49.64 66.87 54.77 55.68 55.63 56.81 62.78 55.74 66.41 60.19 72.56 77.31 77.82 70.45 73.71 64.38 60.43 82.60 63.66 74.24 83.86 67.92 60.96 58.04 64.80 71.36 65.67	49.45 66.79 54.83 52.80 55.41 63.00 56.80 65.21 60.34 74.18 68.59 76.73 77.37 70.18 73.92 63.60 63.58 82.86 63.58 82.86 63.11 79.83	47.06 63.02 51.76 51.93 51.60 52.31 58.06 54.18 61.82 57.32 67.49 80.69 71.87 75.14 66.92 68.85 64.03 57.49 60.81 77.72 72.68 77.34 63.74 56.96 57.57 56.56 60.84 61.37 66.16 61.22		

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employm	ent Index	Numbers	Average Weekly Wages and Salaries, in Dollars			
andusus y	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	
Mining Metal mining Gold. Other metal. Fuels. Coal. Oil and natural gas. Non-metal.	123.3 130.1 76.4 180.1 110.5 61.8 289.7 131.7	124.7 131.8 76.2 183.8 113.1 64.3 292.7 127.7	117.3 120.8 76.7 161.8 109.3 69.1 240.9 126.3	82.55 85.69 72.02 91.11 80.38 60.07 96.33 73.95	83.23 85.65 72.40 90.79 82.28 62.67 98.11 74.34	76.16 78.60 69.75 82.50 74.73 59.11 89.39 69.39	
Manufacturing Food and beverages Meat products. Canned and preserved fruits and vegetables Grain mill products Bread and other bakery products Biscuits and crackers. Distilled and malt liquors Tobacco and tobacco products Rubber products. Leather products. Boots and shoes (except rubber). Textile products (except rubber). Textile products (except clothing). Cotton yarn and broad woven goods. Woollen goods. Synthetic textiles and silk. Clothing (textile and fur). Men's clothing. Knit goods. Wood products. Saw and planing mills. Furniture. Other wood products. Paper products. Pulp and paper mills. Other paper products. Printing, publishing and allied industries. Iron and steel products. Agricultural implements. Fabricated and structural steel. Hardware and tools. Heating and cooking appliances. Iron castings. Machinery mig. Primary iron and steel. Sheet metal products. Transportation equipment. Aircraft and parts. Motor vehicles and accessories Railroad and rolling stock equipment. Shipbuilding and repairing. Non-ferrous metal products. Brass and copper products. Clay products. Glass and glass products. Products of petroleum and coal. Chemical products. Glass and glass products. Products of petroleum and coal. Chemical products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous manufacturing industries. Construction. Building and general engineering	115.3 99.5 116.7 72.2 100.9 106.2 89.6 98.6 98.6 95.4 113.0 90.9 95.5 86.9 86.7 97.2 103.7 99.0 83.4 103.0 101.3 111.7 121.5 118.4 118.3 116.2 70.4 128.6 135.4 110.0 147.4 386.7 126.1 110.0 147.4 386.7 117.4 94.7 121.5 122.8 123.8 124.1 125.1 126.1 126.1 127.4 128.6 128	115 0 99 6 117 0 172 8 103 0 105 9 87 5 98 3 112 3 113 3 90 9 95 2 87 8 88 4 73 6 87 5 96 8 100 6 112 6 92 8 121 6 100 6 112 6 92 8 121 6 100 8 115 5 100 8 117 0 118 1 115 5 100 8 100 8 100 8 121 6 100 8 121 6 100 8 121 6 100 8 121 6 100 8 121 6 100 8 121 6 100 8 121 6 100 8 121 6	113 4 99.4 118.9 71.8 101.7 106.9 91.3 102.7 84.9 110.8 91.5 94.9 88.0 90.3 73.3 88.3 96.6 100.9 98.0 84.3 106.2 107.4 109.7 94.5 118.4 109.2 108.4 110.8 71.1 143.8 109.2 108.4 110.8 71.1 143.8 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 118.6 110.2 144.6 144.6 144.9 145.8 147.9 146.3 147.9 146.3 147.9 146.3 147.9 146.5 147.9 146.5 147.9 146.5 147.9 146.5 147.9 147.9 148.4 149.5 149.5 149.5 149.6 149.	69. 86 62. 40 71. 18 65. 05 58. 34 65. 05 59. 03 59. 03 59. 14 78. 18 63. 13 71. 66 48. 77 65. 10 61. 84 55. 35 62. 74 645. 88 44. 88 44. 88 66. 12 74. 88 66. 12 74. 88 67 75. 89 75. 89 75. 81 74. 71 76. 05 71. 03 77. 78. 64 75. 70 78. 64 77. 79 84. 60 72. 72 69. 28 84. 89 70. 33 84. 89 70. 33 88. 81	69 29 61. 96 70. 66 70. 66 57. 95 64. 02 58. 26 50. 42 77. 50 59. 12 71. 63 48. 92 46. 63 55. 84 53. 13 615. 75 44. 80 47. 25 445. 24 61. 53 57. 81 54. 26 81. 32 80. 73 71. 16 80. 73 71. 16 80. 73 71. 16 75. 94 75. 55 82. 51 75. 93 76. 82 74. 03 78. 03 79. 04 79. 05 79. 06 7	66. 02 59. 37 69. 97 69. 97 65. 16 62. 31 65. 05 65. 05 67. 16 44. 72 42. 81 51. 96 67. 16 44. 72 42. 81 51. 96 67. 16 44. 73 68. 74 68. 11 75. 08 77. 69 69. 22 62. 10 62. 10 62. 10 62. 10 63. 74 64. 75 65. 61 67 67 68. 21 69. 45 60. 21 60. 45 60.	
Engineering work. Highways, bridges and streets. Service	101.6 90.8 126.5	96.9 91.2 125.1	91.4 83.2	83.36 62.16 45.26	82.40 61.42 45.24	75.53 57.12 42.60	
Hotels and restaurants Laundries and dry cleaning plants Other service	119.7 111.5 167.7	117.7 110.4 167.6	111.5 105.9 155.3	37.10 41.57 66.82	37.63 40.75 65.93	35.87 39.34 61.52	
Industrial composite	117.8	118.1	113.5	67.50	67.36	63.43	

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.-HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics) (The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)			
	May 1, 1957	April 1, 1957	May 1, 1956	May 1, 1957	April 1, 1957	May 1, 1956	
Newfoundland	47.2	43.1	39.9	162.9	156.0	139.7	
Nova Scotia	40.8	41.8	41.2	141.8	142.4	132.3	
New Brunswick	40.5	41.7	42.0	142.0	140.4	135.4	
Quebec	41.4	42.3	42.6	142.9	141.7	134.6	
Ontario	40.4	40.7	41.3	169.0	168.0	159.8	
Manitoba	40.1	40.7	41.1	148.8	147.9	141.8	
Saskatchewan	40.0	40.2	40.5	165.2	164.1	157.9	
Alberta (1)	39.9	40.3	40.3	166.7	164.4	155.0	
British Columbia 2	38.7	38.8	38.3	189.5	189.2	180.1	

TABLE C-6.—EARNINGS HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS.

	Average	Average	Average	Index Nu	nbers (Av. 1	949 = 100)
Period	Hours Worked Per Week	Hourly Earnings	Weekly Earnings	Average Weekly Earnings	Consumer Price Index	Average RealWeekly Earnings
		cts.	\$			
Monthly Average 1949. Monthly Average 1950. Monthly Average 1951. Monthly Average 1952. Monthly Average 1953. Monthly Average 1954. Monthly Average 1955. Monthly Average 1955. Monthly Average 1956.	42.3 41.8 41.5 41.3	98.6 103.6 116.8 129.2 135.8 140.8 144.5 151.5	41.71 43.82 49.82 53.62 56.09 57.16 59.25 62.27	100.0 105.1 117.0 128.6 134.5 137.0 142.1 149.8	100.0 102.9 113.7 116.5 115.5 116.2 116.4 118.1	100.0 102.1 102.9 110.4 116.5 117.9 122.0 126.8
Week Preceding: April 1, 1956. May 1, 1956. June 1, 1956. July 1, 1956. August 1, 1956. September 1, 1956. October 1, 1956. November 1, 1956. December 1, 1956.	41.1 41.4 40.9 41.2 40.8 41.1 41.5 41.6 41.6	150.5 151.1 151.9 152.7 152.4 152.1 153.3 154.7 155.5	61.86 62.56 62.13 62.91 62.18 62.51 63.62 64.36 64.53	148.3 150.0 149.0 150.8 149.1 149.9 152.5 154.3 154.7	116.6 116.6 117.8 118.5 119.1 119.0 119.8 120.3 120.4	127.2 128.6 126.5 127.3 125.2 126.0 127.3 128.3 128.5
January 1, 1957 February 1, 1957 March 1, 1957 April 1, 1957(1)	41.2** 40.9 40.9 41.1	158.0 157.5 157.6 158.7	65.10* 64.42 64.46 65.23	156.1 154.4 154.5 156.4	120.3 120.5 120.5 120.9	129.8 128.1 128.2 129.4

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.
(1) Latest figures subject to revision.

¹ Includes Northwest Territories.
² Includes Yukon Territory.
Noræ: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics (The latest figures are subject to revision)

May Apr. May May Apr. May Apr.		Ave	Average Hours			Average Hourly Earnings			Average Weekly Wages		
Mining	Industry									May 1 1956	
Metal mining		no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Radios and radio parts. 39,4 39,9 38,4 145,8 145,8 142,9 57,45 68,171 54 Batteries. 39,4 40,4 40,1 161,9 163,5 155,1 63,79 66,05 62 Refrigerators, vacuum cleaners and appliances. 39,9 40,7 41,6 169,5 168,0 163,2 67,63 68,38 67 Miscellaneous electrical products. 39,9 40,7 41,6 163,8 152,7 150,7 61,37 62,15 62 Wire and cable. 40,5 41,5 42,1 179,0 179,8 175,9 72,50 74,62 74 *Non-metallic mineral products. 42,5 43,0 43,4 158,9 160,0 152,2 67,53 68,80 68 Clay products. 42,6 42,6 43,6 150,5 151,5 140,9 64,11 64,54 61 Glass and glass products. 41,9 42,5 43,2 152,3 153,5 152,1 63,81 65,24 65 Products of petroleum and coal. 42,5 41,6 41,5 220,4 215,5 206,8 93,67 89,65 85 Chemical products. 41,1 41,1 41,3 168,8 167,4 157,5 69,38 68,80 65 Medicinal and pharmaceutical preparations. 40,7 40,7 41,3 131,4 131,4 130,1 53,48 53,48 53 Acids, alkahis and salts. 42,2 41,6 41,7 193,1 190,4 179,3 81,49 79,21 74 Miscellaneous manufacturing industries. 40,9 41,6 41,5 129,0 128,4 122,5 52,76 53,41 50 *Durable goods. 40,4 41,0 41,1 144,4 91,77,5 59,15 50,31 54,41 64,41	Metal mining Gold. Other metal. Fuels. Coal. Oil and natural gas. Non-metal. Manufacturing. Food and beverages. Meat products. Canned and preserved fruits and vegetables. Grain mill products. Bread and other bakery products. Distilled and math liquors. Tobacco and tobacco products. Rubber products. Leather Products. Boots and shoes (except rubber) Textile products (except clothing). Cotton yarn and broad woven goods. Woollen goods. Synthetic textiles and silk. Clothing (textile and fur). Men's clothing. Women's clothing. Knit goods. *Wood products. Saw and planing mills. Furniture. Other wood products. Paper products. Paper products. Paper products. Printing, publishing and allied industries. *Iron and steel products. Agricultural implements. Fabricated and structural steel. Hardware and tools. Heating and cooking appliances. Iron castings. Machinery manufacturing. Primary iron and steel Sheet metal products. *Transportation equipment. Aircraft and parts. Motor vehicles Motor vehicles and repairing. *Non-ferrous metal products. Aluminum products. Brass and copper products. Snelting and repairing. *Delectrical apparatus and supplies. Heavy electrical machinery and equipment. Radios and radio parts. Brass and copper products. Wire and cable. *Non-metallic mineral products. Clay products. Glass and glass products. Wire and cable. *Non-metallic mineral products. Clay products. Glass and glass products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous electrical products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous electrical products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous electrical products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous electrical products. Medicinal and pharmaceutical preparations. Acids, alkalis and salts. Miscellaneous electrical products. Medicinal and pharmaceutical preparations.	1957 10. 41.7 42.4 42.3 39.2 38.6 40.6 40.6 40.4 39.8 38.3 41.6 39.2 41.4 39.8 37.6 39.2 41.4 41.9 40.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 41.9 40.0 40.5 40.8 41.9 40.0 41.9 40.0 41.9 40.0 40.5 40.8 41.9 40.0 41.9 40.0 40.5 40.8 41.9 40.0 41.9 40.0 40.0 40.0 40.0 40.0 40.0 40.0 40	1957 10. 42.3 43.1 42.6 6 40.1 6 41.2 6 41.0 7 41.6 41.0 7 41.6 41.0 7 41.6 41.0 7 41.6 41.0 7 41.6 41.0 7 41.6 41.0 7 41.6 41.2 42.4 41.1 41.0 7 41.6 41.2 42.4 41.1 41.0 7 41.6 41.2 42.4 41.1 41.0 7 41.6 41.2 42.4 41.1 41.0 7 41.5 41.0 7 41.6 41.2 6 6 61.2 61.5 61.	1956	1957 cts. 186 .2 194 .0 195 .9 195 .9 159 .5 208 .7 175 .8 208 .7 175 .8 208 .7 175 .8 208 .7 175 .8 208 .7 175 .8 208 .7 175 .8 208 .7 175 .9 159 .9 159 .9 159 .9 126 .3 106 .9 126 .3 106 .9 126 .3 106 .9 110 .7 100 .4 139 .1 148 .9 110 .7 100 .4 138 .1 148 .7 175 .8 168 .8 168 .8 176 .7 188 .8 178 .9 165 .6 169 .5 169 .	1957 cts. 184 .3 192 .0 205 .7 173 .1 159 .2 205 .7 173 .1 151 .1 120 .5 .8 151 .1 120 .5 .8 120 .8	1956 - cts. 169.0 175.7 146.2 158.1 157.5 185.0 158.1 117.1 169.5 157.1 116.1	77. 656 82. 268 83. 288 68. 917 68. 268 68. 273 83. 474 67. 656 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 72 69. 73 69. 74 69. 75 75 75 75 75 75 75 75 75 75 75 75 75 7	\$ 77. 96 82. 75 83 9. 07 67 82 83 9. 07 67 82 83 9. 07 68 9. 93 85 65 59 92 92 92 92 92 92 92 92 92 92 92 92 92	72.16 76.61 65.94 65.94 63.44 62.56 59.89 63.71 65.68.99 63.71 65.68.99 63.71 65.68.99 63.71 65.68.99 63.71 65.68.99 63.71 65.62 72.72 72.89 73.20 72.56 72.06 72.06 72.06 73.74 73.75 75.93 75.	

^{*} Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

	Period	Unf	filled Vacanc	ies*	Live Applie	Live Applications for Employn		
	Period	Male	Female	Total	Male	Female	Total	
Date Nearest: July July July July July July July Cotober October November December	1, 1951. 1, 1952. 1, 1953. 1, 1954. 1, 1955. 1, 1956. 1, 1956. 1, 1956. 1, 1956. 1, 1956. 1, 1956. 1, 1956. 1, 1956.	45,183 22,772 21,229 13,251 18,741 40,016 38,195 39,324 40,726 31,997 27,634	16,775 17,679 20,088 14,417 17,392 22,292 19,636 22,039 21,827 17,154 16,442	61,958 40,451 41,317 27,668 36,133 62,308 57,831 61,363 62,553 49,151 44,076	86,997 134,394 124,396 201,931 152,711 116,849 105,417 101,718 97,699 108,703 171,326	52,773 61,866 55,918 81,112 77,865 72,618 69,272 60,377 59,502 65,017 74,709	139,770 196,260 180,314 283,043 230,576 189,467 174,689 162,095 157,201 173,720 246,035	
January February March April May June July	1, 1957. 1, 1957. 1, 1957. 1, 1957. 1, 1957. 1, 1957 (1). 1, 1957 (1).	19,784 18,117 14,218 19,523 28,999 28,041 21,843	13,440 12,376 12,694 14,760 18,200 19,163 17,643	33,224 30,493 26,912 34,283 47,199 47,204 39,486	343,956 447,210 474,661 479,539 378,062 226,022 179,521	92,207 112,994 113,489 111,129 96,250 80,973 85,981	436, 163 560, 204 588, 150 590, 668 474, 312 306, 995 265, 502	

^{*}Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1957 $^{(1)}$

(Source: Form U.I.C. 751)

T. 7. 4				Chang	e from
Industry	Male Female		Total	April 30 1957	May 31 1956
Agriculture, Fishing, Trapping	1,618	314	1,932	- 736	-1,721
Forestry	4,785	15	4,800	+ 581	- 4,381
Mining, Quarrying and Oil Wells. Metal Mining. Fuels. Non-Metal Mining. Quarrying, Clay and Sand Pits. Prospecting.	851 790 156 12	57 20 28 — — 9	1,992 871 818 156 12 135	- 4 - 20 - 101 + 89 + 2 + 26	+ 549 + 128 + 427 + 10 - 11 - 5
Manufacturing. Foods and Beverages. Tobacco and Tobacco Products. Rubber Products. Leather Products. Leather Products (except clothing) Clothing (textile and fur). Wood Products. Paper Products. Printing, Publishing and Allied Industries. Iron and Steel Products. Transportation Equipment. Non-Ferrous Metal Products. Electrical Apparatus and Supplies. Non-Metallic Mineral Products. Products of Petroleum and Coal Chemical Products.	600 1 277 105 183 183 666 360 235 1,023	2,923 316 23 10 190 275 1,202 85 73 123 134 92 45 108 29 26 123 69	9,382 916 24 37 295 488 1,385 751 433 358 1,157 1,178 526 665 174 174 673 180	+ 414 + 194 - 4 + 32 + 101 - 25 - 323 + 113 + 129 + 187 - 25 - 93 + 135 - 21 + 17 - 49	- 2,887 - 226 + 3 - 66 - 23 + 47 - 210 - 346 - 104 - 61 - 752 - 692 - 88 - 226 - 102 + 80 + 10 - 140
Construction	5,961 4,399 662	117 69 48	5,178 4,468 710	+ 436 + 520 - 84	- 527 + 43 - 570
Transportation, Storage and Communication Transportation Storage. Communication	2,432 1,779 89 564	494 269 24 201	2,926 2,048 113 765	+ 725 + 308 - 13 + 430	- 816 - 972 - 24 + 180
Public Utility Operation	438	71	509	+ 7	+ 34
Trade Wholesale. Retail.	3,101 1,085 2,016	2,686 638 2,048	5,787 1,723 4,064	+ 119 + 144 - 25	$\begin{array}{rrr} - & 1,853 \\ - & 651 \\ - & 1,202 \end{array}$
Finance, Insurance and Real Estate	859	956	1,815	+ 154	- 607
Service. Community of Public Service. Government Service Recreation Service Business Service. Personal Service.	6,640 745 3,235 177 1,018 1,465	11,970 2,031 670 183 454 8,632	18,610 2,776 3,905 360 1,472 10,097	+2,043 + 103 + 359 + 75 + 267 +1,239 +3,739	- 3,560 + 144 - 2,116 - 44 - 1,54 - 1,390 -15,769
Grand Total	33,328	19,003	00, 301	70,109	-10,700

 ⁽¹⁾ Preliminary—subject to revision.
 Current vacancies only. Deferred vacancies are excluded.
 * 2571 vacancies, male and female, shown as current in Form U.I.C. 751 were actually deferred at May 31, 1957.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 30, 1957 (1)

(Source: Form U.I.C. 757)

Occupational Group	Unfi	illed Vacanci	es (²)	Live Applications for Employment			
Occupational Group	Male	Female	Total	Male	Female	Total	
Professional and managerial workers	5,315	1,453	6,768	5,962	1,644	7,606	
Clerical Workers	1,736	4,305	6,041	10,265	22,352	32,617	
Sales workers	1,267	1,337	2,604	4,247	9,580	13,827	
Personal and domestic service workers	1,771	9,169	10,940	20,972	13,731	34,703	
Seamen	13	_	13	1,090	2	1,092	
Agriculture and fishing	1,521	113	1,634	1,792	212	2,004	
Skilled and semiskilled workers	11,469	1,897	13,366	110,187	17,265	127,452	
Food and kindred products (incl. tobacco)	73 114 4,393 90 49 13 1,997 178 40 270 1,401 1,240 275 1,808 217 145	19 1,340 7 7 21 79 1 11 30 2 326 39 1	92 1,454 4,400 111 128 14 1,108 208 270 1,402 1,260 68 601 1,847 218 145	952 3, 227 19, 613 761 990 325 10, 030 1, 708 8, 888 1, 288 27, 706 20, 364 493 2, 672 13, 564 2, 470 3, 216	10,719 150 329 1,020 65 999 1,038 88 88 2 1,175 780 235 8	1,549 13,946 19,763 1,090 2,010 390 11,029 2,746 2,746 20,452 3,847 14,344 2,705 3,224	
Unskilled workers Food and tobacco Lumber and lumber products Metalworking Construction Other unskilled workers	4,949 132 446 361 2,566 1,444	889 154 16 34	5,838 286 462 395 2,566 2,129	71,507 2,298 11,213 3,534 33,849 20,613	16,187 3,913 275 496	87,694 6,211 11,488 4,030 33,849 32,116	
Grand Total	28,041	19,163	47,204	226,022	80,973	306,995	

⁽¹⁾ Preliminary—subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.-UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(Source: U.I.C. 757)

	Unf	illed Vacanci	es(2)	Live Applications			
Office	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	
Newfoundland Corner Brook Grand Falls St. John's	219 12 21 186	245 10 16 219	482 58 424	12,907 3,069 1,814 8,024	23,402 5,606 2,886 14,910	10,828 3,263 1,387 6,178	
Prince Edward Island. Charlottetown. Summerside.	193 121 72	205 117 88	256 182 74	1,653 1,015 638	3,773 2,274 1,499	1,168 671 497	
Nova Scotia. Amherst. Bridgewater. Halifax. Inverness. Kentville. Liverpool. New Glasgow. Springhill.	1,488 44 71 1,055 3 51 17 95	1,534 24 21 1,238 52 11 110	1,726 30 35 1,023 	12,853 683 501 3,117 445 1,701 272 1,391 610	22,024 1,139 1,204 4,459 1,076 2,559 552 2,610 1,045	10,588 428 454 2,533 650 1,166 164 1,029 297	
Sydney. Truro Yarmouth.	75 36 40	20 37 21	37 75 34	2,348 781 1,004	3,625 1,671 2,084	2,465 738 664	
New Brunswick Bathurst Campbellton Edmundston Fredericton Minto Moncton Newcastle Saint John St. Stephen Sussex Woodstock	1,349 9 83 167 146 99 473 10 220 41 73 28	1,197 14 37 21 182 88 612 7 185 11 5 35	1,796 11 49 71 338 120 610 10 311 46 117	16,267 1,664 1,933 1,276 1,145 426 3,100 1,684 2,934 963 320 822	30,152 4,897 3,206 2,923 1,794 771 5,759 3,625 3,025 1,711 589 1,852	12,759 1,338 1,393 881 673 303 2,638 1,185 2,846 275 571	
Asbestos. Beauharnois. Buckingham Causapscal Chandler. Chicoutimi Dolbeau. Drummondville. Farnham Forestville. Gaspé. Granby Hull Joliette. Jonquière. Lachute. La Malbaie. La Tuque. Lévis. Louiseville. Magog. Maniwaki. Matane. Mégantic. Mont-Laurier. Mont-Laurier. Montmagny. Montreal. New Richmond. Port Alired. Quebec. Rimouski. Rivière du Loup. Roberval. Rouyn. Ste. Agathe. Ste. Anne de Bellevue. Ste. Thérèse. St. Georges Est. St. Hyacinthe. St. Jean. St. Jérôme. Sept fles. Sherbrooke.	11,589 43 31 23 91 2 1,218 554 74 35 538 80 85 153 86 22 7 827 214 62 27 827 214 62 22 4,359 112 78 112 78 178 178 178 178 186 107 78 386 44 114 151 157	13, 232 19 31 12 347 11 1, 324 358 75 436 3 70 371 142 302 26 665 205 64 5 72 8 9 12 33 4,965 18 830 576 18 830 576 18 18 830 576 18 830 105 261 13 105 261 13 105 261 101 48 332 48 192	18,390 73 76 14 304 4 603 132 44 57 1,558 14 145 130 58 110 593 195 65 51 120 418 88 29 20 418 20 41 41 927 204 43 375 136 124 927 1,528 89 89 89 89 89 89 89 89 89 89 89 89 89	99,740 413 585 736 2,127 736 1,179 1,126 1,130 604 981 880 930 1,825 1,701 1,648 351 1,648 351 1,648 351 2,457 630 475 846 2,068 863 1,500 30,359 963 1,500 963 2,589 2,761 912 2,916 419 386 386 782 1,949 1,291 858 842 1,949 1,291 858 842 1,031 2,775 2,860	164, 612 729 841 1,467 4,039 2,232 2,104 2,460 1,549 904 2,260 2,105 1,915 3,479 3,496 2,070 701 2,062 967 4,513 1,548 729 1,817 4,053 1,530 1,784 2,767 38,300 2,204 1,218 13,816 5,026 4,626 1,938 4,031 1,210 665 1,464 4,179 1,823 1,238 1,406 1,842 4,712 4,190	84,611 400 550 1,613 1,613 974 988 650 984 790 817 1,372 1,538 1,169 270 320 1,800 477 478 265 1,352 513 659 783 28,071 849 87,090 1,810 2,000 2,509 344 496 496 531 2,239 979 872 671 1,110 1,970 2,164	

TABLE D-4.-UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(Source: U.I.C. 757)

	Uni	filled Vacanci	es(2)	Live Applications			
Office	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	
Quebec—Con.	91	111	115	817	1,453	1,012	
Sorel	95	78	76	984	2,074	1,149	
Trois-Rivières	299	301	594	2,277	3,898 2,727	1,861 1,426	
Val d'OrValleyfield	192 77	24 58	642 123	1,891 1,014	1,581	851	
Victoria ville	54	56	145	1,098	2,243	757	
Ville d'Alma	124	144	59	1,300	2,627	1,018	
ntario	14,972	13,934	23,443	97,079	129,116	60,642	
Arnprior	37 104	109	85 176	169 592	251 953	103 628	
BarrieBelleville	21	37	37	854	1,394	628	
Bracebridge	735	228	572	547	995	288	
Brampton	54	33 93	118	439	575	289 1,393	
BrantfordBrockville	78 14	19	178 55	1,926 186	2,145 275	137	
Carleton Place	7	3	3	112	174	89	
Chatham	166	105	293	1,331	2,248	1,184	
Cobourg	8 42	8	11 44	447 238	629 438	336 253	
Cornwall	191	336	211	1,872	2,672	1,212	
Fort Erie	58	51	95	206	272	320	
Fort Frances	36	35	14	265	434	179	
Fort William	598 204	561 227	513 153	679 729	1,384 767	730 227	
GaltGananoque	10	9	18	123	158	98	
Goderich	73	40	38	288	394	171	
Guelph	124	136	191	956	1,154	674	
Hamilton	806 25	1,040 26	1,234 32	7,368 412	9,113	4,199 185	
Ingersoll	63	63	85	376	624	180	
Kapuskasing	61	63	310	587	1,372	715	
Kenora	632	151 160	174 178	312 1,069	501 1,387	174 792	
Kingston	155 135	133	305	545	1.040	645	
Kitchener	154	99	173	1,581	1,983	840	
Leamington	51	66	80	877	994	393	
Lindsay	38 26	39	78 57	338 174	458 301	262 95	
Listowel	577	35 635	998	3,396	4.050	1,789	
Midland	76	38	34	228	542	178	
Napanee	6	11	17	282	510	144	
Newmarket New Toronto	62 139	159	403	511 1,828	826 2,095	1,217	
Niagara Falls	86	116	154	905	1,347	614	
North Bay	26	38	66	1,029	1,372	453	
Oakville	113	106	339	336	389	230	
Orillia Oshawa	22 93	38 134	80 220	369 2,408	573 2,871	275 1,434	
Ottawa	1,913	1,804	4,231	3,412	4,134	2,422	
Ottawa. Owen Sound.	46	59	77	752	1,245	540	
Parry Sound	13	237	21	197 979	249	79 742	
Pembroke	262 49	237 48	380 40	979 202	1,718 441	188	
Peterborough	175	89	241	1,733	2,622	1,354	
Picton	62	17	14	209	268	156	
Port Arthur	748	400	654	1,471 350	3,311 498	1,168 226	
Port Colborne. Prescott	22 41	23 41	29 41	402	522	412	
Renfrew	20	17	30	248	442	188	
St. Catharines	157	123	267	2,396	2,644	1,286	
St. Thomas	120 172	110 91	183 133	699 1,546	950 1,985	410 698	
Sault Ste. Marie	648	649	669	1,242	1,383	694	
Simcoe	83	40	79	614	967	387	
Sioux Lookout	22	19	42	107	253	121	
Smiths Falls	10	17	13 90	192 478	263 689	184 253	
StratfordSturgeon Falls	25 3	46	3	514	1.018	347	
Sudbury	503	509	777	1,981	3,197	1,394	
Timmins	93	119	689	1,125	2,093	874	
Toronto.	3,285	3,598	5,654	27,371	34,430	16,104 365	
Trenton	57 45	67	87 44	435 256	642 370	216	
Wallaceburg	6	5	16	282	677	217	
Welland	76	90	102	846	1,169	552	
Weston	183	182	564 384	1,596	1,734 7,649	921 4,160	
Trinu80F	209	185	304	7,830	1,049	2,100	

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(Source: U.I.C. 757)

				1		
	Unf	illed Vacanci	es(2)	Li	ve Application	ons
Office	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956
Manitoba Brandon. Dauphin. Flin Flon Portage la Prairie. The Pass Winnipeg.	3,900 642 68 95 118 19 2,958	3,788 670 61 119 205 59 2,674	3,867 316 57 102 74 7 3,311	11,953 767 512 163 470 107 9,934	18,990 1,726 997 157 887 116 15,107	11,361 708 398 84 354 70 9,747
Saskatchewan Estevan Moose Jaw North Battleford. Prince Albert Regina Saskatoon Swift Current Weyburn Yorkton	2,659 142 306 55 143 1,222 366 126 85 214	3,808 199 446 90 164 1,856 508 214 93 238	3,760 172 433 135 278 1,261 980 169 56 276	6,656 127 425 473 882 1,366 2,238 185 70 890	12,078 506 878 844 2,078 2,625 2,340 501 243 2,063	6,214 93 502 510 1,005 1,396 1,521 199 100 888
Alberta Blairmore. Calgary. Drumheller. Edmonton. Edson Lethbridge. Medicine Hat. Red Deer.	5,976 13 2,405 18 2,518 92 621 195 114	5,983 5 2,821 9 1,606 61 1,069 283 129	6,368 21 2,040 23 2,424 82 1,339 289 150	13,873 414 3,654 339 7,065 334 893 484 690	23,127 492 6,588 483 10,558 561 2,070 933 1,442	9,360 268 2,603 275 4,517 180 695 303 519
British Columbia Chilliwack Courtenay Cranbrook Dawson Creek Duncan Kamloops Kelowa Kitimat Mission City Nanaimo Nelson New Westminster Penticton Port Alberni Prince George Prince Rupert Princeton Trail Vancouver Vernon Victoria Whitehorse	4,859 160 51 14 59 40 31 13 225 37 46 37 325 25 195 104 21 2 2,704 63 608 608	3,273 140 33 25 46 44 46 20 255 31 26 24 339 35 38 131 87 8 4 4 4,68 33 33 33 33 35	6,681 64 171 57 54 139 213 25 452 46 85 53 312 45 74 417 90 24 17 3,498 87 641	34,014 - 621 - 426 - 525 - 523 - 242 - 974 - 547 - 506 - 404 - 4554 - 401 - 3,660 - 3,71 - 3,660 - 3,71 - 188 - 521 - 16,117 - 926 - 2,69 - 360	47,038 1,134 567 950 804 310 1,578 1,150 700 761 934 944 5,200 895 562 3,490 976 305 836 20,434 1,555 2,579 374	21,808 454 270 463 445 257 512 527 204 430 421 373 360 241 1,403 382 79 392 9,688 595 1,706 277
Canada Males Females	47,204 28,041 19,163	47,199 28,999 18,200	66,769 44,157 22,612	306,995 226,022 80,973	474,312 378,062 96,250	229,339 160,642 68,697

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952 1953 1954 1955 1956 1956 1956 (5 months) 1967 (5 months)	980,507 993,406 861,588 953,576 1,046,979 380,338 335,940	677,777 661,167 545,452 642,726 748,464 271,173 227,714	302,730 332,239 316,136 310,850 298,515 109,165 108,226	84,640 76,913 67,893 67,619 68,522 27,159 22,130	251,744 259,874 209,394 222,370 252,783 89,329 84,200	320,684 342,678 277,417 343,456 379,085 139,995 123,586	207,569 201,670 175,199 178,015 210,189 77,100 71,703	115,870 112,271 131,685 142,116 136,400 46,755 34,321

⁽¹⁾ Preliminary subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

E-Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL* BENEFIT PAYMENTS BY PROVINCE, MAY 1957

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week† (in thousands)	Number Commencing Benefit on Initial and Renewal Claims		Weeks Paid‡(Disability Days in Brackets)	
Newfoundland Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia	2.4 17.5 21.0 108.4 86.7 11.6 7.0 13.9	4,777 ,552 5,580 6,373 32,085 31,244 3,176 1,752 5,036 10,296	70, 859 9, 766 69, 873 84, 155 433, 482 346, 625 46, 465 27, 814 55, 630 108, 548	(644) (508) (4,528) (2,759) (37,175) (34,216) (4,667) (2,677) (3,562) (12,318)	1,632,761 181,384 1,339,090 1,736,879 9,195,889 7,128,101 926,035 578,894 1,220,764 2,329,785
Total, Canada, May/57 Total, Canada, April/57. Total, Canada, May/56	477.9	100,871 155,323 78,232	1,253,217 1,911,596 1,005,401	(103,054) (135,886) (93,458)	26, 269, 582 40, 392, 557 19, 154, 627

^{*} Though the seasonal benefit period ended on April 30 (in 1956, April 21), a residual of payments was made during

May in respect of this type of benefit.

† Based on the number of payment documents for the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MAY, 1957

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

			Dura	ation on t	he Regis	ter (wee]	(8)			May
Province and Sex	Total	1	2	3-4	5-8	9–12	13-16	17-20	over 20	31, 1956 Total
Canada	250, 283	41,442	16,896	25,307	41,424	35,712	27,999	23,862	37,641	188,927
	184, 106	30,230	11,529	18,119	31,654	28,072	21,292	17,206	26,004	132,145
	66, 177	11,212	5,367	7,188	9,770	7,640	6,707	6,656	11,637	56,782
Newfoundland	10,291	686	363	698	1,737	1,764	1,460	1,665	1,918	8,593
	9,741	614	339	669	1,672	1,698	1,398	1,583	1,768	8,137
	550	72	24	29	65	66	62	82	150	446
Prince Edward Island Male Female	1,104	98	62	87	156	137	137	150	277	819
	868	65	40	67	131	112	110	121	222	603
	236	33	22	20	25	25	27	29	55	216
Nova Scotia	12,748	1,851	807	1,512	2,084	1,597	1,272	1,404	2,221	9,502
	10,815	1,590	674	1,336	1,823	1,360	1,004	1,193	1,835	7,887
	1,933	261	133	176	261	237	268	211	386	1,615
New Brunswick Male Female	14,435	1,788	818	1,648	2,748	2,238	1,829	1,400	1,966	11,469
	12,367	1,439	705	1,464	2,489	1,997	1,596	1,191	1,486	9,648
	2,068	349	113	184	259	241	233	209	480	1,821
Quebec	85,218	12,807	5,649	8, 252	14, 614	15,053	10,897	7,020	10,926	70, 197
	64,146	9,092	3,704	5, 625	11, 179	12,736	9,011	5,395	7,404	51, 064
	21,072	3,715	1,945	2, 627	3, 435	2,317	1,886	1,625	3,522	19, 133
Ontario	79,702	17,140	6,253	8,340	12,057	9,232	7,547	7,376	11,757	53,339
	52,487	12,216	3,964	5,401	8,098	6,027	4,779	4,549	7,453	32,850
	27,215	4,924	2,289	2,939	3,959	3,205	2,768	2,827	4,304	20,489
Manitoba Male Female	9,228	1,240	569	919	1,425	1,095	1,036	1,032	1,912	8,225
	5,692	733	340	538	922	722	624	593	1,220	4,715
	3,536	507	229	381	503	373	412	439	692	3,510
Saskatchewan	4,179	311	270	373	749	466	489	538	983	4,242
	2,843	180	168	266	584	342	325	331	647	2,728
	1,336	131	102	107	165	124	164	207	336	1,514
AlbertaMaleFemale	10,802	1,519	770	1,150	2,321	1,403	1,131	936	1,572	7,626
	8,863	1,230	631	939	2,039	1,164	930	736	1,194	5,517
	1,939	289	139	211	282	239	201	200	378	2,109
British Columbia	22,576	4,002	1,335	2,328	3,533	2,727	2,201	2,341	4,109	14,925
	16,284	3,071	964	1,814	2,717	1,914	1,515	1,514	2,775	8,996
	6,292	931	371	514	816	813	686	827	1,334	5,929

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY 1957

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

	Claims f	iled at Loc	al Offices	Disposal of Claims and Claims Pending at End of Month					
Province	Total*	Initial	Renewal	Total Disposed of †	Entitled to Benefit	Not Entitled to Benefit	Pending		
Newfoundland Prince Edward Island Nova Scotia New Brunswick Quebec Ontario Manitoba Saskatchewan Alberta British Columbia	2,424 317 4,563 4,394 31,972 41,643 3,192 1,209 4,095 10,517	2,053 247 2,906 2,989 20,450 24,406 2,103 912 2,748 6,436	371 70 1,657 1,405 11,522 17,237 1,089 297 1,347 4,081	4,084 5,112 6,030 38,133 43,204 3,655 1,765 6,076 11,782	1,515 263 3,540 4,133 26,569 32,665 2,662 1,078 4,364 8,169	2,569 253 1,572 1,897 11,564 10,539 963 687 1,712 3,613	685 73 1,320 1,073 9,119 10,040 418 199 892 2,428		
Total, Canada, May/57. Total, Canada, April/57. Total, Canada, May/56.	104,326 161,304 84,099	65,250 117,044 55,856	39,076 44,260 28,243	120,357 178,850 100,493	84,988 113,720 66,712	35,369 65,130 33,781	26,247 42,278 17,260		

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—April. May. June. July. August. September. October. November. December.	3,675,000 3,600,000 3,726,330 3,744,000 3,785,000 3,785,000 3,808,000 3,875,000	3,163,900 3,307,900 3,458,260 3,608,000 3,646,500 3,655,700 3,656,600 3,668,600 3,659,600	511,100† 292,100 268,070 136,000 138,500 132,300 128,400 139,400 215,400†
1957—January. February. March. April.	3,929,000 3,982,000 3,987,000 3,963,000	3,530,800 3,436,000 3,414,600 3,404,200	398,200† 546,000† 572,400† 558,800†

^{*} Claimants having an unemployment register in the live file last working day of preceding month. † Includes seasonal benefit claimants.

^{*} In addition, revised claims received numbered 27,536.
† In addition, 28,555 revised claims were disposed of. Of these, 3,067 were special requests not granted and 1,229 were appeals by claimants. There were 3,520 revised claims pending at the end of the month.

F-Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

_	Total	Food	Shelter	Clothing	Household operation	Other Commodi- ties and Service
1951—Year	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year	118.1	113.4	132.5	108.6	117.1	120.9
1956—July August September October November December 1957—January February March April May June July	118.5 119.1 119.0 119.8 120.3 120.4 120.5 120.5 120.5 121.1 121.6	114.4 115.9 115.5 117.4 117.9 117.5 117.1 117.2 116.4 116.7 116.7 117.7 118.2	132.7 133.0 133.1 133.3 133.4 133.5 133.6 134.0 134.0 134.2 134.8	108.6 108.4 108.4 108.5 108.5 108.6 107.4 108.2 108.5 108.5 108.5 108.5	116.7 116.8 117.1 117.7 118.1 118.6 119.0 119.1 119.5 119.4 119.2 119.1	121 1 121 3 121 4 121 6 122 8 122 9 123 1 123 8 124 2 125 1 126 3 126 5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1957

(1949 = 100)

Source: Dominion Bureau of Statistics

		Total					House-	Other Commo-	
	June 1956	May 1957	June 1957	Food	Shelter	Clothing	hold Operation	dities and Services	
(¹) St. John's Nfld. Halifax Saint John. Montreal Ottawa. Toronto. Winnipeg. Saskatoon—Regina. Edmonton—Calgary Vancouver.	107.6 115.6 118.2 118.1 118.8 120.4 116.6 115.2 114.9	109.3 119.1 121.9 120.7 122.8 125.0 119.2 117.9 118.1 122.0	109.5 119.1 122.0 121.5 123.2 125.2 119.6 118.8 118.4 121.5	107.7 110.5 114.6 120.3 117.0 117.5 115.1 115.2 113.9 116.5	110.5 128.8 132.3 140.0 141.6 150.2 128.9 118.9 121.2 131.1	101.8 114.0 117.8 104.7 112.0 111.9 112.6 118.5 115.9 113.5	108.8 125.5 121.2 115.9 118.6 119.4 116.7 121.3 119.7 126.7	116.0 124.4 130.5 125.7 129.9 130.1 125.4 121.1 123.8	

N.B.—Indexes above measure precentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G-Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-JUNE 1956, 1957††

	Number and Lo	of Strikes ockouts		ate Num-	Time	Loss
Date :	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Days	Per Cent of Esti- mated Working Time
1957*						
January. February March April May June	24† 17 32 15 30 20	24 27 45 31 40 43	7,477† 5,797 6,585 6,158 14,051 7,376	7,477 8,080 9,912 8,022 15,393 18,377	52,680 49,130 71,430 51,820 144,700 220,720	0.06 0.05 0.08 0.06 0.16 0.24
Cumulative Totals	138		47, 444		590,480	0.11
1956						
January February March April May June	14† 12 12 15 30 25	14 23 23 22 35 39	17,341† 3,884 2,308 2,535 16,470 9,621	17,341 20,150 3,172 2,877 17,911 16,866	338,355 234,945 16,955 10,350 136,520 78,160	0.36 0.25 0.02 0.01 0.14 0.08
Cumulative Totals	108		52,159		815,285	0.14

^{*}Preliminary figures.

[†] Strikes unconcluded at the end of the previous year are included in these totals.

[‡] The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

	Major Term(s)				Return of workers, further negotiations.	Return of workers, arbitration.		Return of workers, further negotiations.			
	Major Issue(s)			Recognition of union as bar gaining agent.	Summer hours.	Disciplinary dismissal of an employee.	Wages and statutory holidays.	Wages, seniority and union recognition.	Wages and hours, conciliation procedures completed.	Wages, conciliation procedures	Disciplinary dismissal of an employee.
-	ute Time	To Date		69, 450	50	170	1,060	195	3,870	1,830	240
	Approximate Time Loss Man-Days	June		14,400	20	150	086	20	1,120	740	360
	Date	Ended	In Progress Prior to June 1957		May 7	June 8		June 3			
	Date	Began (1)	rogress Pri	10	t~	ਲ	30	24	27	52	17
		Be	In P	Mar.	May	May	May	May	Mar.	April	May
	Approximate Number of	Workers		009	771	22(2)	40	32	29	37	18
	Union(s)			United Steel Workers of America, No. 4881, AFL- CIO/CLC.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Help- ers of America, AFL-CIO/ CLC.	International Brotherhood of Teansters, Chauffeurs, Warehousemen and Helpers of America, No. 927, AFL-CIO/CLC.	Carbonear General Trades and Labour Union No. 542, CLC,	United Construction Workers District 50, United Mine Workers of America, IND.	Retail, Wholesale and Department Store Union, No. 535, AFL-CIO/CLC.	General Warehousemen's Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No	Montreal Printing Specialties and Paper Products Union, No. 521, AFL-CIO/CLC.
	Employer(s)			MINING— Other— Gaspe Copper Mines, Murdochville, Que.	MANUFACTURING— Food— *Weston Bakeries Ltd., Keelsdale, Div., Toronto, Ont.	Ben's Limited, Halifax, N.S.	Leather—Newfoundland Tanneries (Wm. Dorn) Ltd., Carbonear, Nfid.	Textiles— Victor Woollen Products Ltd. St. Victor de Beauce, Que	Wood Products—Simmons Ltd., Vancouver, B.C.	Paper Products— Canada Roof Products Ltd., Vancouver, B.C.	Printing and Publishing— Jonergin Co. Inc., Verdun, Que.

Wage increases.	Return of workers, further negotiations.					Increased wages and a shorter work week,	Return of workers, fur ther negotiations.	Return of workers, fur- ther negotiations.	Return of workers, further negotiations.	
Wages, seniority and piece work.	Alleged delay in conciliation for a new agreement	Wages, working conditions and a master contract covering company's activities in Quebec.	Seniority rights.	Wages.	Wages, conciliation procedures completed.	Wages and working conditions.	Wages and working conditions.	Higher Wages, union recognition.	Jurisdictional dispute.	Union recognition.
31,150	2,280	185, 970	3,475	195	18,590	2,285	6,050	1,385	ಸ್	9,065
9,735	160	123,980	2,905	120	11,100	200	2,200	1,110	40	1,860
June 10	June 4					June 13	June 12	June 6	June 10	
16 J			:	44 :		-	13 J	27 Ju	30 Jr	:
May	May	(3) May	May	May	May	May	May	May	May	Mar.
1,947	380	6,199	153	9	57 52 52	61	275	185	1-	62
United Steel Workers of America, No. 2868, AFL- CIO/CLC.	International Union, United Automobile, Aircraft and Agricultural implement Workers of America, No.	39f, AFL-CIO/CLC. National Syndicate of Aluminium Employees of Arvida, CCCL.	United Electrical, Radio and Machine Workers of America, No. 523, IND.	United Brotherhood of Carpenters and Joiners of America, No. 1669, AFL-CIO/CLC,	International Chemical Workers Union, No. 32, AFL-CIO/CLC,	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1083, AFL- CIO/CLC.	Building Trades Council, AFL-CIO/CLC.	Seafarer's International Union of North America, AFL-CIO/CLC, Nos. 471, 540 and 405.	Operative Plasterer's and Cement Masons' International Association of United States and Canada, No. 48, AFL-CIO/CLC.	National Syndicate of Bus Drivers of Shawinigan Falls, CCCL,
Iron and Steel— International HarvesterCom- pany of Canada, Limited Hamilton, Ont.	Transportation Equipment— Brantford Coach and Body Limited, Brantford, Ont.	Non-Ferrous Metal— Aluminum Company of Canada, Limited, Arvida, Que.	Electrical Apparetus and Supplies— Reliance Electric and Engi- neering (Canada) Ltd., Welland, Ont.	Non-Metallic Minerals— McNamara Construction Port Arthur, Ont. (*)	Chemical Products— Lever Bros. Ltd., Toronto, Ont.	Construction Co. Shurman Construction Co., Eastern Woodworkers and Abbey Landry Construction Co., St. Margarets and Charles.	Canada, ue.	Marine Industries Ltd., Valleyfield, Montreal and Cornwall, Ont.	Nelson and Son, Toronto, Ont.	Transportation— Urban and Suburban—Carier and Freres Ltd., Shawinigan Falls, Que,

STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

Major Term(s)			Increased wages, welfare fund and overtime payment.	Return of workers, on settlement of Marine Industries.	Increased Wages and 40 hour week.	First contract signed in- cludes wage increase and seniority provision.				Return of workers, fur- ther negotiations.	Return of workers.	Return of workers, fur ther negotiations.
Major Issue(s)			Wages and working conditions, conciliation procedures com- pleted.	Sympathy walk-out in support of Marine Industries stoppage.	Wages and hours.	Wages and working conditions in negotiating first agreement, and union activity during office hours.	Wages, conciliation procedures completed.		Fish prices.	Suspension of worker.	Dismissal of worker.	Wages.
te Time	To Date		125	006	920	5,500	11,680		33,000	550	820	ro ro
Approximate Time Loss Man-Days	June	luded	100	495	275	1,000	4,000		33,000	550	820	7.0 1.0
Date	nded	In Progress Prior to June 1957—Concluded	20	9	30	17		Commencing in June 1957		73	30	26
	ā	June	June	June	June	June		g In Ju		June	June	June
0	- c	rior to	25	27	22	500	4	mencin	24	21	26	24
Date.	Bega	Progress F	May	May	Mar.	Mar.	Apr.	Com	June	June	June	June
Approximate Number of	Workers	In	2(4)	06	11	100	160		5,500	419	205	58
Union(s)			Seafarers' International Union of North America, Cana- dian District, Vancouver, AFL-CIO/CLC.	Seafarers' International Union of North America, AFL-CIO/CLC.	Retail, Wholesale and Department Store Union No. 449, AFL-CIO/CLC.	Retail, Wholesale and Department Store Union, No. 935, AFL-CIO/CLC.	Retail, Wholesale and Department Store Union, No. 1002, AFL-CIO/CLC.		United Fishermen and Allied Workers Union, No. 37, IND.			Textile Workers Union of Americs, No. 806, AFL-CIO/CIC,
Employer(s)			WATER—Coast Ferries Ltd., (Ship—LadyRose) Vancouver, B.C.	Branch Lines Ltd., Subsidiary of Marine Industries, Montreal, Que.	Trade Honey Dew Shop, Windsor, Ont.	Shelly Bros. Ltd., Saskatoon, Sask.	C. H. Smith Co. Ltd., Windsor, Ont. (*)		Fisheries Association, Various points on B.C. coast.	Mining— Coal— Acadia Coal Co., (MacBean Acadia Thorburn, N.S.	Dominion Coal Co., No. 26 Colliery, Glace Bay, N.S.	MANUFACTURING— Textiles— Canadian Cottons Ltd., (Canada Mill) Cornwall,

Seniority differences clarified.		Increased wages, union shop an improved sick leave.		Piece work rates an- nounced—agreeable to both parties.	Return of workers.		Return of workers.		Return of workers—fur- ther negotiations.
Semiority.	Wages and union security—con- ciliation procedures completed	Union shop.	Seniority.	Piece work rates.	Union recognition.	Wage of crane operator—conciliation procedures completed.	Replacement of workers on job.	Union recognition.	Disciplinary dismissal of an employee.
009	495	20	2,265	520	20	1,320	115	1,070	75
009	495	20	2,265	520	20	1,320	115	1,070	7.2
June 11		June 5		June 17	June 13		June 24		June 4
9		က	e0	12	673	17	50	21	69
June	June	June	June	June	June	June	June	June	June
200	rg rg	10(5)	98	174(6)	rð	132	7.9	153	75
International Woodworkers of America, No. 1-423, AFL- CIO/CLC.	International Lumber and Sawmill Workers of Inter- national Brotherhood of Carpenters and Joiners of America, No. 2995, AFL- CIO/CLC,	Office Employees International Union, No. 15, AFL-CIO/CLC.	International Molders and Foundry Workers of North America, No. 28, AFL- CIO/CLC,	International Woodworkers of America, No. 233, AFL- CIO/CLC.	United Association of Journeymen and Apprenciaces of the Plumbing and Pipe Fitting Industry of U.S. and Canada, No. 693, AFL	CIO/CLC. International Union of Operating Engineers, No. 793.	United Association of Journeymen and Apprentices of the Plumbing and Fipefitting Industry Local 254, and United Brotherhood of Carpenters and Joiners Local 343, AFL-CIO/CLC.	Seafarers International Union of North America, AFL-CIO/CLC.	International Brotherhood of Teamsters, Chauffeurs, Warbhousemen and Helpers of America, No. 889, AFL- CIO/CLC.
Wood Products—S.M. Simpson Company Ltd. (Manhattan Plant) Kelowna, B.C.	A. E. Wicks Co. Ltd., Timmins, Ont.	Paper Products— National Paper Box Ltd., Vancouver, B.C.	Iron and Steel Products— Bryant Mfg. Co. Ltd., Toronto, Ont. (*)	Miscellaneous Manufacturing— A. G. Spalding & Bros. of Canada Limited, Brant- ford, Ont.	CONSTRUCTION—SCATOW Plumbing and Heating and Smith's Hardware and Heating, Delhi, Ont.	Thos. Fuller Construction Co., Ottawa, Ont.	Canadian Kellog Company, Brandon, Man.	Canadian Dredge and Dock Company Limited, Port Colborne, Ont.	Тяливровтилом— Ттиск— Westem Freight Lines, Chatham, Out.

STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

Major Term(s)	A 100 100 100 100 100 100 100 100 100 10			Wages—conciliation procedures completed.	Wages—conciliation procedures completed.	ures	noli-	
Major Issue(s)			Wages and other benefits.	Wages—conciliation proced completed.	Wages—conciliation proced completed.	Wages, hours and length of contract—conciliation procedures completed.	Wages, hours, statutory holidays and fringe benefits.	Union recognition.
te Time	To Date		150	1,190	*©		170	15
Approximate Time Loss man-Days	June	pe	150	1,190	100	YQ.	170	15
Date	namer	Commencing in June 1957—Concluded						
Date	Degan :	nencing in Ju	ne 52	June 6	June 26	June 28	June 28	June 28
Approximate Number of	Workers	Com	26(7) June	70	22. J.	11	115	9 Ju
Union(s)			Sesfarers International Union, AFL-CIO/CLC.	International Brotherhood of of Electrical Workers, No. 213, AFL-CIO/CLC.	Canada Building Materials International Brotherhood Limited, Sarnia, Ont. (*) Of Teanstern and Helpers of America, No. 880, AFL-CIO/CLC.	Beverage Dispensers and Culmary Workers, No. 865 of Hotel and Restaurant, Employees and Bartenders International Union. AFL. CIO/CLC.	National Union of Public Employees, No. 234, CLC.	Hotel and Restaurant and Bartenders International Union, No. 891, AFL-CIO/ CLC.
Employer(s)			Water—Canadian National Steam-ships, Montreal, P.Q. (*)	Public Ullities—City of Vancouver, Vancouver, B.C.	TRADE— Canada Building Materials Limited, Sarnia, Ont. (*)	Service— Branch No. 4, Canadian Legion BESL, Chilliwack, B.C.	City of Cornwall, Cornwall, Ont. (9)	Stanley Cafe, Port Arthur, Ont.

(1) In this table the date commenced is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 71 indirectly affected;
(3) 3 indirectly affected;
(4) 3 indirectly affected;
(5) 120 indirectly affected;
(6) 17 indirectly affected;
(7) 12 indirectly affected;
(8) 17 indirectly affected;
(9) 12 indirectly affected;
(10) 12 indirectly affected;
(11) 12 indirectly affected;
(12) 13 indirectly affected;
(3) 14 indirectly affected;
(4) 15 indirectly affected;
(5) 15 indirectly affected;
(6) 16 indirectly affected;
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(6) 17 indirectly affected;
(7) 16 indirectly affected;
(8) 17 indirectly affected;
(9) 17 indirectly affected;
(11) 18 indirectly affected;
(12) 18 indirectly affected;
(13) 18 indirectly affected;
(14) 18 indirectly affected;
(5) 18 indirectly affected;
(6) 18 indirectly affected;
(7) 18 indirectly affected;
(8) 18 indirectly affected;
(9) 18 indirectly affected;
(18) 18 indirect

H-Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES

Note:—The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents" in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects													
Struck by	6	20		18	13	22		ii	5		3		98
cranes, etc	3	2 18		5 3 10	3 4 6	4 5 13		7 4	3 1 1		2 1		15 27 56
Caught In, On or Between Machinery, Vehicles, etc Collision, Derailments,	1	1		2	5	4		2			2		17
Wrecks, etc Falls and Slips (a) Falls on same level	5	8 1	8	1 4	$-\frac{6}{4}$	12 14		25 6	11 3		5		81 34
(b) Falls to different levels.		1	1	4	4	14		6	3		1		34
Extremes and Explosions Inhalation, Absorptions, Asphyxiation, etc	1			4	12	2		2	1	1			23
Electric Current Over-exertion and Industrial		1		7	4	1	4	4					17 6
Diseases	1		1	3	1 1	1		3 1			3		13
Total, First Quarter—1957	14	31	10	39	47	57	4	54	20	1	15		292*
Total, First Quarter—1956	11	40	3	50	57	40	2	46	7		16		272

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1957

Industry	N#d.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask,	Alta.	B.C.	N.W.T.	Total
Agriculture. Logging. Fishing and Trapping. Mining and Quarrying. Manulacturing. Construction. Electricity, Gas, Water Production and Supply. Transportation, Storage and Com- munications. Trade. Finance. Service.			1 6 6 1 1 1 2 2	11 2 3	1 7 9 12 9 4 2 1	12 9 9 18 23 3 12 13 1 2	1 2 2 1	4 2 2 2	1 3 5 6 7 1	9 4 5 5 13 1 8 2		14 31 10 39 47 57 4 54 20 1
Unclassified	3	• • • • • •	18	18	45	102	10	13	33	50		292*

Of this total 215 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 77 were obtained from other non-official sources.

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Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and wage rates for labourers in manufacturing in 40 cities are also shown. Trends in wage rates are indicated in tables of index numbers by industry.

The information is available in two ways:

1—Through a subscription to a loose-leaf service (\$7.50 per year with indexed binder or \$5.00 per year without binder). Tables from the previous October 1 survey are distributed in loose-leaf form as they become available, from March to July. Subscribers later receive a paper-bound volume. (Bilingual).

2—In paper-bound volume, available about one year after survey date.

One dollar a copy. (Bilingual).

Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation (annual).

Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title.

25 cents a copy. (English or French).

Workmen's Compensation in Canada—A Comparison of Provincial Laws (annual).

Sets out similarities and differences in provincial Workmen's Compensation Acts and contains tables showing the benefits payable under each Act and the industrial diseases compensated.

25 cents a copy. (English or French).

Apprenticeship in Canada

This bulletin outlines the provincial apprenticeship plans and gives details of their methods of operation.

15 cents a copy. (English or French).

Working and Living Conditions in Canada (issued periodically)

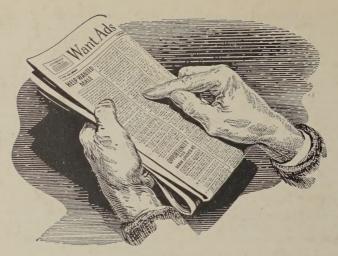
A series of publications prepared in consultation with the Department of Citizenship and Immigration primarily for the use of Canadian immigration officials abroad in explaining different aspects of labour to prospective immigrants. Sixth edition (December 1, 1956) contains information on general economic conditions, employment, fair employment practices legislation, education, apprenticeship and vocational training, professional personnel, labour unions and collective bargaining, wage rates, hours of work and working conditions, prices, and social security measures.

10 cents a copy. (English or French).

Vocational Education in Canada

This publication explains the development of technical and vocational education by provinces and covers the provincial technical and vocational schools and programs.

15 cents a copy. (English).



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